

Newspaper  
R. N. 11549/57

**THE  
INDUSTRIAL  
COURT REPORTER**

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

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• *Advertisement Rates* : Can be had on request.

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*All correspondence and remittances should be addressed to—*

THE COMMISSIONER OF  
LABOUR.

"Commerce Centre", Tardeo  
Bombay 400 034

Tel. No. 393651

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10



542

# LABOUR GAZETTE

VOL LXIII

No. 2

OCTOBER 1983

SINGLE COPY Rs. 5

ANNUAL SUBSCRIPTION Rs. 50

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR  
GOVERNMENT OF MAHARASHTRA

20 AUG 1984

K 71188

Agency No. 1  
Licensed to Post  
Government Press, Bombay

### 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.

Annual subscription for the year Sept. 1983—Aug. 1984 is being accepted at Rs. 50.

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

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The Commissioner of Labour,  
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Position	Full Page		Half Page	
	Per one insertion	Per twelve insertions	Per one insertion	Per twelve insertions
	Rs. P.	Rs. P.	Rs. P.	Rs. P.
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# LABOUR GAZETTE

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

VOL. LXIII

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## The Month in Brief

### Labour Legislation

L. A. Bill No. XL of 1983—

Maharashtra Workmen's Minimum House—rent Allowance Act, 1983

### Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of August 1983, with average prices for the year ended December 1960 equal to 100 were 564, 584 and 559 respectively. The Pune, Jalgaon, Nanded and Aurangabad consumer price Index Numbers for working class for the month of August 1983, with the average for the year ended December 1961 equal to 100 were 551, 565, 608 and 570 respectively.

### All India Average consumer Price Index Numbers for Industrial workers

All India Average Consumer Price Index Numbers for Industrial workers (General) Base 1960-100 for August 1983 was 549 as compared to 541 in July 1983, on base 1949—100 derived from 1960 based index worked out to 667 as against 658 in July 1983.

### Industrial Disputes in Maharashtra State

During the month of July 1983, there were 91 disputes involving 1,35,993 workmen and time loss of 17,62,813 working days as compared to 92 disputes in June, 1983 involving 1,51,647 workmen and time loss of 18,51,739 mandays. Further particulars of Industrial Disputes are given in pages 172 to 177 of this issue.

### Benefits under the Employees State Insurance Scheme

During the month of August 1983 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 months 24,040 accidents were reported.

## Current Notes

### Pay panel to seek organisations' views

The Fourth Central Pay Commission will seek the views of associations, unions institutions and other organisations and interested individuals on matters covered by its terms of reference.

Memoranda containing their views are to be sent to the Member-Secretary of the Commission by November 15. A decision in this regard was taken by the Commission at its first meeting held here on September 6 and 7.

Justice P. N. Singhal, retired judge of the Supreme Court, Chairman of the Commission, presided over the 2-day meeting. It was attended by other members Prof. M. V. Mathur, Shri J. P. Kacker, Dr. Gopaldas Nag and Shri A. K. Majumdar, Member-Secretary.

The commission was appointed on July 25 although the decision to constitute it had been announced in the Finance Minister's budget speech. There have been some complaints from representatives of Central Government employees that the commission had failed to hold even its first meeting so long after it had been formed.

Its terms of reference includes an examination of the present structure of emoluments and conditions of services, taking into account the total packet of benefits, including death-cum-retirement benefits available to the following categories of Government employees, and suggest changes that are desirable and feasible: Central Government employees — industrial and non-industrial; personnel belonging to the all-India services and employees of the Union Territories.

The commission's work will also cover an inquiry into the pay structure and service conditions of armed forces personnel. It would go into the quest of various allowances and benefits in kind in addition to pay, and suggest their rationalisation and simplification to promote administrative efficiency.

Yet another task assigned to the commission is to make recommendations on pay structure and other benefits keeping in view the prevailing pay structures in public sector undertakings and State Governments as also the economic conditions in the country and demand on Central resources for development and defence and security.

The Government has already announced interim relief from June 1, ranging from Rs. 50 to Rs. 70 per month in the basic pay scale ranging from Rs. 299 to Rs. 1,599, which will cost the exchequer Rs. 317 crores in a full year and about Rs. 238 crores in 1983-84.

*(Indian Worker, dated 12th September 1983)*

### No cost is high for health safety

Asserting that no cost could be high on providing to workers protection for health hazards and occupational diseases, the representatives of central trade union organisations on September 13 highlighted at the meeting of the National

Tripartite Committee of Chemical Industry the urgent need for statutory on non-statutory health and safety measures.

The first meeting of the tripartite committee was held here under the chairmanship of Union Labour and Rehabilitation Minister Veerendra Patil. INTUC was represented on the committee by sarvashri Raja Kulkarni, R. N. Sharma, A. Venkatachalam and Krishna Kurup.

Shri Raja Kulkarni lamented that no progress had been achieved by the country in the sphere of industrial health and safety. He was highly critical of the managements approach to safety measures. He proposed that the Government should forthwith undertake planning for a proper research on job hazards in the chemical industry.

He said that there was a need to evolve a programme whereby health hazards and other injurious effects of various Chemical products were identified and permissible exposure limits were laid down in the process stage itself.

On the issue of industrial relations in chemical industry, it was pointed out that it was not one industry as such. It was a complex industry producing basic chemicals, fertilizers, cement, pesticides, plastic, synthetic fibre, paper, asbestos and pharmaceuticals. The growth rate of this capital intensive industry was faster than in other industries which were labour intensive. Foreign collaborations were many and production was a continuous process carried on round the clock with highly literate and skilled workmen.

The labour representatives complained that industrial relations had not been allowed to develop to suit the growing needs of the industry and aspirations of the workmen who educated and skilled as they were, expected higher economic and social status in the hierarchy of the industrial organisations. Industrial relations had not reached a level of stability.

Shri A. Venkatachalam said that the present legal machinery for resolving disputes had proved to be not so relevant to the situation. As a result, though the incidence of protracted and violent strikes or agitations was comparatively much less, the discontent was getting accumulated below the surface.

Shri Venkatachalam further pointed out that resorting to contract system was rampant in the chemical industry despite the declared policy of abolishing contract labour. The contract labour in the industry was being denied the various statutory benefits and social security and, therefore, wanted suitable amendments to the enactments to include contract labour under their purview.

The Labour Minister assured the committee that his ministry would initiate the necessary follow up on the suggestions made by the members.

Earlier initiating the discussions, the minister disclosed that the Workmen Compensation Act was in the process of being amended to include more, occupational diseases under its purview. At present, the Act covered 21 of the 39 occupational diseases recognised by the International Labour Organisation and the compensation in case of death ranged from Rs. 30,000 to Rs. 72,000 according to the wage slab of the worker. The compensation ranged from Rs. 10,800 to Rs. 42,000 in case of permanent injury.

To the demand of the labour representatives that the committee should meet frequently, at least once in three months, the official reaction was surprising. It was claimed that there were in all twelve industrial committees and it was not possible to convene the meetings of the committees more frequently. It was proposed that the committee should meet once a year.

The trade union leaders, when contacted after the meeting, were sore and asked as to how the committee could be expected to deal with the problems of the industry if it was to meet only once a year.

Recalling the frequency of the meetings and seriousness with which the issues were dealt with in such committees earlier, during 1975-77, the trade union representatives were critical that the tripartism was being turned into a farce. They felt that sub-committees could be set up to meet frequently and discuss specific issues concerning the industries.

*(Indian Worker, dated 9th September, 1983)*

#### **Bonus for all Central staff likely**

All Central Government employees drawing a monthly salary upto Rs. 1,600 may get bonus from this year.

A final decision in this regard is expected to be taken by the Union Cabinet at its next meeting.

For the last three years, only the employees of the Railways, Post and Telegraph and Defence Departments were getting this bonus and no other central employees were given any.

It may be recalled that some five months back, the Bazle Karim Committee had submitted a report to the Union Finance Ministry in regard to payment of bonus to all Central Employees. Another committee of the Finance Ministry had examined the report and submitted its recommendations a few days ago suggesting payment of bonus to all Central Employees.

In addition, the Finance Ministry has also decided release of two of the three instalments which have fallen due. If the Centre does grant bonus, the States are likely to follow. The end result will be a serious financial burden on all exchequers.

*(Indian Worker, dated 19th September 1983)*

#### **Patil critical — ESI for poor service and misuse of funds**

Union Labour Minister Veerendra Patil while being highly critical of the manner in which the Employees State Insurance Corporation had been functioning, observed that if the establishments covered by the ESI were given the option "they would have walked out of it."

The Minister was unhappy that there were criticisms against the poor quality of the Corporation's service and misuse of benefits.

Addressing a three-day meeting of the ESI regional directors which was held here from September 2, Shri Patil conceded that some of the criticisms could be exaggerated or motivated due to lack of information, but pointed out that it could not be denied that there was some substance in these criticisms.

Shri Patil said that there were complaints of over crowding, non-availability of essential drugs and lack of attention to the patients. It could be that the cost of services had been going up and the ceiling on the expenditure had not been raised. If the productivity of the medical services could be improved, it could go a long way in blunting the criticisms, he felt.

Referring to financial position of the Corporation, the Labour Minister said that the present trend of expenditure exceeding income was likely to continue in the future unless some effective steps were taken to control the expenditure and augment the revenues of the Corporation. One of the contributory causes was the misuse of the sickness benefit. There was an abnormal growth in the administrative expenditure too.

The Minister suggested that there should be timebound programme for the settlement of all claims. "The procedures are meant to serve and should not be an end in themselves," he said and stressed the need for changes so as to bring in better alternative procedures.

Shri Patil said as the organisation dealt with the public, there needed to be a strong internal audit and vigilance set up. "There is a heavy pendency of audit observations which remain unattended.

The regional directors of the Corporation recommended amendments to the ESI Act to prevent misuse of law-certification during strikes and lock-outs and changes in Section 87 of the Act dealing with the case of exemption.

*(Indian Worker, dated 19th September 1983)*

#### **Bombay mills may open soon : Patil**

The problem of reopening seven city textile mills, which are closed due to financial difficulties since January 1982, when the workers went on strike, is likely to be sorted out in the next fortnight.

This was indicated by the Chief Minister, Shri Vasantrao Patil, while, addressing the annual general meeting of the Maharashtra State Board of the All India Manufacturers Organisation here on September 20.

Concerned about the fate of over 25,000 workers, the State Government was trying to persuade the central authorities about the urgency of starting these mills, the Chief Minister said, adding that about ten crore mandays had been lost as a result of the historic strike.

In this context, Shri Patil pointed out that there was a tendency among the manufacturers to set up those industries in which there was good scope for making more profit.

It was the duty of such industries to consider the welfare of the workers. The State Government would not lag behind in providing the necessary assistance to those industries which were meeting the reasonable demands of the workers, he said.

Referring to the investment climate in Maharashtra, the Chief Minister said now there were less number of industries asking permission to shift their units out of the State as compared to the position a few years ago.

Referring to the State Governments employment guarantee scheme, Shri Patil said it was mainly in the nature of an unemployment relief scheme rather than an employment-generating scheme.

While experience had shown the industry could absorb additional workers only on a relatively smaller scale, intensive and diversified agriculture had far greater potential of creating larger job opportunities.

*(Indian Worker, dated 26th September 1983)*

#### **Aid pattern for job scheme announced**

The Reserve Bank of India on September 15 announced the financial assistance pattern to be followed to feed recent Government of India scheme to provide gainful self-employment to 2.5 lakhs educated and unemployed youths in industry, services and business.

The scheme was announced by Prime Minister Indira Gandhi in her Independence Day address last month.

The banking system has been asked by the RBI to provide Rs. 160 crore for the scheme in the current year. Proposals recommended under the scheme by the District Industries Centres (DICs) will be disposed off by the concerned banks branch managers within a maximum period of 14 days.

The scheme will cover the entire country, except cities with a population of one million at the 1981 census.

The implementing authority will be the district industries centres, who will operate in consultation with the leading bank in the area. The DICs will set up task forces to motivate and select entrepreneurs, identify and prepare schemes and recommend loans for speedy clearance. All commercial banks will participate.

The progress of the scheme will be monitored by the Development Commissioner of Small Scale Industries through the DICs and, also by the banking system.

A composite maximum loan of Rs. 25,000 will be admissible to eligible entrepreneurs. The working capital portion of the loan will be separately worked out. The repayment schedule will be determined only in respect of the term loan component, the balance being converted into cash credit or over-draft facility. The term loan will be repayable in three to seven years with a moratorium of 6 to 18 months.

After repayment of the term loan component, the entrepreneur may continue to enjoy the facility of working capital based upon his credit requirements at normal rates of interest. The composite loan will be charged interest at 10 per cent per year for backward areas and 12 per cent for other areas.

The beneficiaries will be eligible for capital subsidy up to 25 per cent of the total amount of loan from the Government.

*(Indian Worker, dated 26th September 1983)*

#### **Some facts regarding E.S.I. Scheme**

According to information given by the Union Minister of State in the Ministry of Labour to the Rajya Sabha on August 1, 1983, (i) total number of employees under the E.S.I. Scheme at the end of the year 1981-82 63.69 lakhs; (ii) total contribution received from employees and employers for the same year Rs. 181.11 crores; (iii) amount given as benefits including medical facilities and cash compensation on Rs. 172.71 crores; and (iv) the total revenue expenditure of the corporation including the cost of administration during the year 1981-82 was Rs. 200.57 crores, as against the contribution income of Rs. 181.11 crores.

*(E.F.I. Bulletin, dated 1st September 1983)*

#### **Government's programme for one job per rural family**

Prime Minister Mrs. Indira Gandhi announced on August 15, 1983 on the 36th anniversary of Independence, the launching of a major national programme beginning this Independence Day. It seeks to achieve the goal of providing jobs to at least one person in every rural family and opportunities for self-employment to the educated unemployed in the urban areas.

*(E.F.I. Bulletin, dated 1st September 1983)*

#### **Productivity-linked Bonus for Government employees under study**

The Union Minister of Finance Mr. Pranab Mukherjee, told the Rajya Sabha on August 9, 1983, that the Government was examining the report of the group headed by Mr. Bazle Karim on the question of payment of Productivity linked bonus to Central Government employees. Mr. Mukherjee said that the report was essentially an interval document for the use of the Government and there was no proposal to place it in the House. He said that Government proposals based on the group's recommendations would be discussed with the staff side of the national council in due course.

*(E.F.I. Bulletin, dated 1st September 1983)*

#### **Beneficiaries under E.S.I. Scheme**

According to information received by the Labour Bureau from the E.S.I. authorities, the All India incidence of morbidity, i.e., the number of cases per thousand insured persons and per thousand family units in 1979-80 for 2,867 insured persons there were 3,245 family members in 1980-81 for 3,047 insured persons there were 3,206 family members; and in 1981-82 for 3,320 insured persons there were 3,509 family members. The mortality rate of beneficiaries, however, was not available but the total number of cases of death due to unemployment injury for dependent's benefits in 1979-80 was 525, in 1980-81 it was 926 and in 1981-82 it was 691. The number of insured persons covered under E.S.I.S. as on 31st March 1983 was about 74 lakhs.

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

#### **Efforts to lower birth rate**

Ever since, 1956 when priority was given to the family welfare programme, 54.3 million births have been averted and Rs. 16,375 million have been spent

in this. An amount of Rs. 3,300 million has been earmarked by the Government of India for this purpose for 1983-84. The long term goal is to achieve a birth rate of 21 and a death rate of 9 per thousand of population by 2,000 A.D. against the 1981 birth rate of 12.5 per thousand. The infant mortality rate is expected to be brought down to 50 per 1,000 live births against 100 in 1978.

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

#### State Labour Minister's meet on September 24

The State Labour Ministers will meet on 24 to review among other things, industrial relations situations and implementation of Palekar Tribunal Award.

The meeting, to be chaired by Union Minister for Labour and Rehabilitation V. Veerendra Patil, will also deliberate on the working of labour and industrial courts and tribunals, formation of a separate cadre for judges in these courts and strengthening of monitoring arrangements at State levels.

The Ministers will review the scheme of appointing honorary rural workers' organisers, publication of statistical data on labour matters and its utility for better appreciation of labour relations situation.

According to an official release issued here on August 28, the Ministers will discuss various measures adopted by the unorganised and small sectors of industries for the safety of their workers.

They will also review the working of various laws like the contract Labour, inter-State Migrant Workmen and factories Act.

Employment of children, evolution of a comprehensive legislation and welfare scheme for them and improvement in the quality of training and increasing training opportunities for women will also be taken up during the meeting.

Surprisingly, in the official release makes no mention about the fate of the unanimous conclusions of the last year's National Tripartite Labour Conference and the recommendations of the Sanat Mehata Committee.

Prior to the ministerial meeting, State Labour Secretaries will meet on September 23, the official release said.

They will take up follow up action on industrial committees, hours of work in industry with ratification of convention No. 30 concerning hours of work procedure for payment of compensation Act, working of the Maternity Benefit Act and Equal Remuneration Act, 1976.

They will also consider working of employment exchanges, decentralisation of vocational rehabilitation centres for the physically handicapped and coaching-cum-guidance centres for Scheduled Castes and Scheduled Tribes and improvement of working of apprenticeship training scheme.

(Indian worker, dated 5th September 1983)

#### Central directive to States on Industrial Safety

The Government has asked the States to take immediate steps for the employment of safety officers in statutorily eligible industrial undertaking within the specified period.

They have also been requested to take necessary steps to ensure that all factories particularly those engaged in the rayon industry, to take adequate measures to provide treatment facilities for the effluents.

In a letter to the States, the Ministry of Labour has said that the appointment of safety officers in industries employing 1,000 and more workers or where the manufacturing process exposes the workers to serious risks of bodily injuries, poisoning or diseases, is mandatory according to Factories Act.

The analysis of injuries in factories during the decade 1971-82 shows that there is a fluctuating trend in the incidents of injuries. The number of accidents have been increasing from 1977 except for a marginal decrease during 1979-80. Although the number of injuries showed a decline of 4.64 per cent in 1982 over 1981 in absolute terms the total number of injuries was still higher.

During 1981 and 1982, 80 per cent of the industries accidents occurred in six States—Maharashtra, West Bengal, Gujarat, Madhya Pradesh, Tamil Nadu and U. P. the frequency rate per thousand workers during 1982 was higher in West Bengal, Maharashtra and Gujarat.

During 1980, five major industries of textiles, basic metal and alloys manufacture of transport equipment and parts and manufacture of machinery, machine tools and parts and manufacture of chemicals and chemical products accounted for as much as 80 per cent and the total accidents.

(Indian worker, dated 5th September, 1983)

#### E.S.I schemes to be revamped

The Employees State Insurance Corporation will draw up a Five-Year Plan for extension, expansion and modification in the various schemes including construction of hospitals and dispensaries, according to an official release.

It will be synchronised with the Seventh Five-Year Plan.

The members of the Corporation informed on August 27 that the survey will be conducted to find out cases of occupational diseases reported at dispensaries and hospitals so that preventive action would be initiated in industries where working conditions were hazardous.

(Indian worker, dated 5th September 1983)

#### No wage cut for 'go-slow'

The Supreme Court has held that there can be no unilateral deduction by an employer from the wages of employees for 'go-slow'. This applies even if an industrial court has given a *prima facie* finding that the employees adopted tactics to reduce the output by not working with the average speed and the normal skill.

Deduction could be permitted only if there was a specific term in the settlement with the employees union in which norms have been fixed workman or departmentwise spelling out the individual liability to do a particular quantity of work. Till the employer company takes action against the workers under the misconduct rules for adopting go-slow tactics, it cannot unilaterally proceed to deduct their wages.

This was the effect of the dismissal by the Supreme Court of an appeal of the Hindustan Lever Limited against the December 10, 1982, order of the Industrial Court of Maharashtra.

The Company sought to deduct a proportionate amount of the basic wage and dearness allowance of the hourly-rated workmen employed at its Sewree factory in Maharashtra on the ground that in industrial court had found *prima facie* that the employees had adopted go-slow tactics. There are 3,600 such employees. It was also an admitted fact before the industrial court that the union had violated the terms of the settlement by adopting "coercive methods" for demanding bonus.

The industrial court by its order of December 10, 1982, had held that in the absence of any enquiry by the management into the conduct of the employees as also the lack of any pension in the settlement, the company had no authority to deduct wages for August 1981.

The effect of the dismissal of the company's appeal by Supreme Court Justices R. S. Pathak and A. Vardarasan on August 26, 1983, is that at least in Maharashtra the 1980 decision of the Bombay High Court in the Apar Private Limited becomes binding in such matters. The Industrial Court in its December 10, 1982 order had relied upon this decision.

The Company in its appeal to the Supreme Court had pointed out that the division bench decision in the Apar Private Limited case was in conflict with the 1954 decision of the Bombay High Court in the Fire-stone case as also the 1978 decision of the Calcutta High Court and the 1978 decision of the Punjab and Haryana High Court. The company prayed that the Supreme Court resolve this conflict of decision of various High Courts.

It also pointed out that a unilateral deduction from the wages should be permitted because go-slow tactics had become rampant in Maharashtra's industrial belts of not only the Private Sector but also the Public Sector like Banks and Insurance Companies.

(*Indian worker, dated 5th September 1983*)

#### Children's Act extended to building industry

The Government of India by a notification issued here on August 26 had extended the application of the Employment of Children Act of 1938 to the building and construction industry.

The Government on December 18 last year notified in the *Gazette* Extraordinary its intention to add to the Schedule of the Act building and construction industry as item number 11.

(*Indian worker, dated 5th September 1983*)

#### 8,000 bonded labourers rehabilitated

The Government, during the first Quarter of this year, had rehabilitated over 8,000 bonded labourers against a target of 28,804 set for the whole year.

For effective rehabilitation, an integrated approach with other on-going schemes in sectors like rural development had been undertaken. It is estimated

that against a tentative outlay of Rs. 31.60 crores the requirement of funds for completing the task of rehabilitation during the sixth Plan period may touch Rs. 46.50 crores.

In order to secure simultaneous identification and release of bonded labourers the Government has suggested the States to undertake summary trials. In formal Process the trial there was a gap ranging between two to four weeks and in some cases six months to two years.

(*Indian worker, dated 5th September 1983*).

#### Grievance settlement authority set up :

The Government has drawn up rules for reference of certain individual dispute to 'Grievance Settlement Authority' as envisaged under the Industrial Disputes (Amendment) Act.

According to the rules, every employer of an industrial establishment employing 100 and more will constitute a grievance settlement authority which will consist of two representatives each of employer and workmen, including the chairman. The Chairman, either a representative of the employer or workers, shall function alternately for a period of six months each.

A notification in this regard has been issued by the labour ministry seeking views of all persons likely to be affected within a period of one month for consideration, an official release stated here.

The notification further indicates that the authority shall meet at least once a week and the workman or the trade Union on his behalf can file the grievance within a period of one month of the dispute remaining unresolved. The authority shall obtain the views of the employer and will take a decision within a period of two months from the date of receipt of the grievance.

(*Indian worker, dated 26th September 1983*).

#### 32 days' salary as bonus for railmen :

The railways have decided to give 32 days' salary as bonus to its employees for 1982-83. In all, there are about 17 lakh railway workers in India.

Though an agreement to this effect had arrived at on September 15, an official announcement has not yet been made. According to the decision, the bonus will be disbursed before the Puja Festival.

The railway staff had last year received 31 days salary as bonus. This year, the unions had demanded 34 days salary.

The Centre is also reported to have decided to grant 15 day's salary as bonus to the Central Government employees including those of Defence and P. and T. subject to the approval of the concerned employees unions.

(*Indian worker, dated 26th September 1983*).

#### Order to Settle Family Pension Claims issued :

The Central Provident Fund Commissioner has issued strict instructions for settling family pension claims expeditiously without causing hardship to family members of the deceased.

In a communication to all the Regional Provident Fund Commissioners the Central Provident Fund Commission has classified the points raised by the regional Commissioners and other difficulties encountered by them at the time of settlement of claims under the Employees Family Pension Scheme, 1971.

The classifications were issued after examining the difficulties in consultation with the contribute of Insurance, the Central Provident Fund Commissioner, Shri B. K. Bhattacharya has said in his communication.

According to the communication it has been decided that all cases where the Provident Fund account had been fully settled the amount received to be diverted to the Family Pension Fund may be made from the Life Insurance benefits while doing so it must however be ensured that the Provident Fund amount of the deceased member at the time of settlement of that amount had the requisite the balance to permit such diversion.

In view of this general direction cases which have been kept pending or have already been rejected may be received and permissible monthly Family Pension and other Family Pension benefit authorised to claimants the communication said.

Monthly Family Pension and employees' deposit linked insurance benefit or admissible to the beneficiaries only in case of death while in service. It has been decided that a death certificate from the employer of the concerned establishment in which the deceased member was last employed would suffice for settlement of the pension and allied claims.

In case where monthly Family Pension is to be granted to widows/widowers death of the member, the guardianship and birth certificate in respect of minor children need not be insisted upon at that stage.

The pension may be granted to the widow/widower as the case may be even in the absence of such certificates as it would not materially affect the payment of Pension to them.

After the Payment of Pension, the regional office may take steps to call further other particulars, the Central Provident Fund Commissioners communication said.

*(Indian Worker, dated 26th September 1983)*

## Articles, Reports, Enquiries, 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.)*

### Problems of working women

S. V. Gole

*General Secretary,*

*Indian National Municipal and Local Bodies Workers Federation*

*The employment of women in Indian or Asian context is of recent origin. The rapid economic development and the consequent increase in the cost of living have made it more and more difficult for the middle-class to manage the family budget with the income of the male member. The problems of over-population with attendant economic distress condition and change in family pattern have also made women in general take to employment and contribute to family income. For many years, it was not considered respectable to allow a female member of the family or a house wife to work to contribute to family income but in recent times, employed women have better prospects in marriage market and do not carry any social stigma. What is more, in recent years, there has been considerable interest in the economic role of women in society. There are number of issues pertaining to workmen and work which need attention. If any nation has to achieve its all round development, it cannot ignore these issues except at its own peril.*

With the spread of education and rapid advancement in society, number of educated women seeking jobs has increased progressively in recent years. Number of development projects and programmes undertaken by the Government for rural uplift, the number of social welfare legislations and numerous schemes under implementation have opened wide opportunities for women to secure gainful employment. The community development schemes with progressive coverage of the entire length and breadth of the country gave women from urban areas opportunity to set their feet firmly in the rural areas.

### Decentralisation

In India from early sixties, democratic decentralisation took place by which development activities for rural uplift were made over to Zilla Parishads for execution. This enabled larger number of women in rural and urban areas to get employment in places in easy reach of their residence. Data on the participation of women in the developing countries is not well documented. However, whatever information with regard to the Third World countries is available indicates that total employment of women is very much lower than their counterpart male. According to census 1971, the female work-force constitutes only 12.13 per cent of the total female participants as against

In a communication to all the Regional Provident Fund Commissioners the Central Provident Fund Commission has classified the points raised by the regional Commissioners and other difficulties encountered by them at the time of settlement of claims under the Employees Family Pension Scheme, 1971.

The classifications were issued after examining the difficulties in consultation with the contribute of Insurance, the Central Provident Fund Commissioner, Shri B. K. Bhattacharya has said in his communication.

According to the communication it has been decided that all cases where the Provident Fund account had been fully settled the amount received to be diverted to the Family Pension Fund may be made from the Life Insurance benefits while doing so it must however be ensured that the Provident Fund amount of the deceased member at the time of settlement of that amount had the requisite the balance to permit such diversion.

In view of this general direction cases which have been kept pending or have already been rejected may be received and permissible monthly Family Pension and other Family Pension benefit authorised to claimants the communication said.

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BY

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With the spread of education and rapid advancement in society, number of educated women seeking jobs has increased progressively in recent years. Number of development projects and programmes undertaken by the Government for rural uplift, the number of social welfare legislations and numerous schemes under implementation have opened wide opportunities for women to secure gainful employment. The community development schemes with progressive coverage of the entire length and breadth of the country gave women from urban areas opportunity to set their feet firmly in the rural areas.

### Decentralisation

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male workforce which accounts for 52.61 per cent of the total male population. It is found that proportion of working women in Western and Southern States in India is higher than in Northern States. It is, therefore, important to examine the reasons why certain states or countries are in a position to achieve higher percentage of employment of women and find ways and means to enhance the rate of work participation amongst women.

#### Major occupation of women in developing countries

A casual observer may carry an impression that employment of women is gaining ground. The number of women in technical, professional cadres and holding prominent positions seem to be visibly increasing. One could see that women around the world have occupied positions as Heads of States as in India, Sri Lanka, Argentina, Bolivia, Israel, Portugal, U.K. and as Mayors in Free-Town, Nairobi etc. Nevertheless, the tendency to employ more women is not necessarily reflected in their more equitable representation in higher level posts and categories. Women still tend to be employed essentially in certain occupations and activities that are looked upon as being typically feminine and in more poorly paid jobs. They continue to be under represented in positions of responsibility and at managerial levels. Figures also reveal serious imbalance between the distribution of male and female work force over various categories of employment in India. Studies have revealed that women have been employed in large proportion in agriculture and they have low representation in industry, trade, commerce and other services. Household industry is the only category besides the agriculture where women participation is larger than men.

#### Employment conditions and welfare measures for women workers

The employment in agriculture and household industry like bidi were particularly women are employed in large numbers is highly unorganised. They are, therefore, highly vulnerable and at a disadvantage in terms of self-protection, bargaining power and hence subject to high exploitation. This exploitation may take many forms. For example under employment, poor wages denying the women employees their protective and welfare measures designed by law namely maternity benefits and other facilities like special latrine, separate rest rooms or bath-rooms, suitable working hours, compulsory rest intervals and restriction on the kind and load of work. The worst form of exploitation recorded is that of sexual abuse of female bonded labour.

It is strange paradox that increase in progressive protective legislation in favour of working women like maternity leave, restrictions on night shifts etc. has brought with it striking reduction in the employment of women. In certain industries like tobacco (Cigarette manufacturing) where women were employed exclusively for packing smoking tobacco, employment for women have been complete eliminated to avoid extend, to women workmen the protective benefits granted to statutes. It is evident that protective provisions like maternity benefits, restrictions on employment of women in the night shifts seem to adversely affect the employment of women. It is evident that law alone cannot bring equality and justice. The situation calls for creating social climate and consciousness in favour of women as individuals and workers.

#### Sexual Abuse and/or criminal assaults on women

Employment of large number of women in urban and rural areas brought in problems of sexual abuse and/or criminal assaults on working women. Progressively, the problem has increased in magnitude. The number of complaints and incidents have increased in volume and seriousness in recent times. In the State of Maharashtra, the number of complaints of sexual harassment and abuse and/or criminal assaults on working women as recorded was 1, 6 and 9 during the years 1964, 1965 and 1966 respectively. In subsequent years, crime against persons and life of employed women increased steeply. Of these, one pertaining to Kun. Kamal Vaidya, a family planning propagandist who was murdered at Kudus in Thane District of the State on January 26, 1968 raised shock waves. Sexual abuse and harassment and/or criminal assaults on working women are not isolated incidents peculiar to India or developing countries but has wide ramification and has become a world-wide phenomenon. Even the Public Services International (PSI) which is an international trade secretariat of public service unions at its 21st Congress held in Singapore in 1981 took notice of the problem of sexual abuse and harassment of working women and adopted a resolution.

The problem faced by working women could be listed broadly under the following heads in the order of their importance :

- (a) Accommodation ;
- (b) Transfers ;
- (c) Tours, Night halts, Escorts ;
- (d) Night Calls ;
- (e) Transport ; and
- (f) Service Conditions.

The problems faced by working women in rural areas are more acute than those employed in urban areas. In cities, the people are better educated. Population density is higher and social outlook of inhabitants is better. The problems faced by women working in rural areas are mainly related to personal safety while those of urban areas are predominantly of working conditions. Similarly, the problem of working in private sector are more acute than the problems of working women employed in public services or public sector. The reason being the incidents of sexual abuse or molestations of working women in private sector are not aired or publicised while in public services of public sectors any incident of sexual abuse and misdemeanour towards working women either by superior officer or wayside rascals would invite severe penalty, disciplinary action and wide publicity and exposure. These deterring factors are totally absent in the case of female employees employed in private sector, than in public sector. Early this year, a gazetted Officer of the Income Tax Department in Bombay was accused of having made melacious advances to a women employee in the Department under the influence of alcohol which incident resulted in a total strike in the Income Tax Department which caused complete paralisation of work in the Department for a whole week.

#### Employment of women in public and private sectors

As compared to employment of women in private sector, employment of women in public sector is very large. With ever expanding public services in countries like India, employment of women is also increasing. This is largely because women find employment in public services or public sector safer than in private sector. Even in public services, employment of women in sphere education and health exceeds the number of men. Generally speaking women also predominate amongst temporary and non-establishment personnel and form substantial majority of part-time employment. Nevertheless, in large number of countries, the percentage of women employed is below their rate participation in the economy of their respective countries.

#### Access to women in public service jobs

In developing countries, owing to their inability to take direct action in this field, Government of the developing countries have not taken any special steps to give equal opportunities to women to have access to public service jobs. Women in many developing countries have achieved voting rights and could use this right to good purpose if, they are organised. But unfortunately, they have not raised their organised voice in the field of equal opportunities in employment in public service jobs. Some developing countries like India, Bangladesh, Pakistan have been led to take concrete steps to make the participation of the various population groups in the public service more equitable. In Pakistan quota system is characterised by the desire to ensure more regional distribution. In India, under Articles 16 of the Constitution of India, the State is empowered to reserve certain jobs and posts for underprivileged classes of citizens which the Government considers to be inadequately represented in the public service. This preferential treatment is made obligatory under Articles 335. This, however, does not ensure any reservation for women in public service employment.

#### Effects of structural changes and technological progress on employment of women

The effect of structural changes and technological progress has been to a great extent on employment of women. Large number of women are employed in typing or clerical posts, precisely the type of jobs most subject to elimination through computerisation and word processing. Furthermore, the development of new technical equipment often results in elimination of part-time jobs and temporary work, categories in which there are disproportionate number of workmen work.

#### Trade union organisation of women

Organisation of working women on trade union lines is a necessity of the hour. Though women are subjected to exploitation of the worst kind, they have been powerless or organisation and action. By and large this is the situation in the developing countries largely because they are uneducated, still clinging to outmoded beliefs, timid, ignorant, unaware of the rights and organisational potential. They also find it difficult to spare time to combine their domestic responsibility with struggle for gainful employment. The other reasons inhibiting the participation of women in trade union activities

is the social stigma attached to any evidence of aggressive behaviour on the part of women. Their passive nature and the absence of effective leadership to guide them to assert their rights. There have been variable and effective trade union leaders from the ranks of women like Smt. Anusayaben Sarabhai Maniben Kara, Sita Parmar, and Smt. Maitriye Bose. They were all in the forefront of trade union leadership and freedom struggle but none of them exclusively devoted to organisation of working women on trade union lines. The above discussion should lead to introspection and little loud thinking.

#### References :

1. *Problems facing Women Employees in Government Service—Report of the Committee appointed by the Government of Maharashtra on February 28, 1970.*
2. *Reports of the ILO joint Committee on Public Services III Session, Geneva, 1983.*
3. *Report of the Committee and the Status of Women in India Government India.*

(Published in *Indian Worker*, dated 5th September 1983).

## Labour Legislation

L. A. BILL No. XL OF 1983

### A BILL

*to provide for payment of minimum house-rent allowance to workmen employed in industries in Maharashtra.*

WHEREAS it is expedient to provide for payment of minimum house-rent allowance to workmen employed in industries in Maharashtra and to provide for matters connected therewith ; It is hereby enacted in the Thirty-fourth Year of the Republic of India as follows :—

1. *Short title, extent, commencement and application.*—(1) This Act may be called the Maharashtra Workmen's Minimum House-rent Allowance Act, 1983.

(2) It extends to the whole of the State of Maharashtra.

(3) It shall come into force on such date as the State Government may, by notification in the *Official Gazette*, appoint, and different dates may be appointed for different areas in the State and for different industries or classes of industries.

(4) It shall apply in the area in which it is in force to every factory or establishment in an industry, in respect of which a notification is issued under sub-section (3), where, in relation to any industrial dispute concerning such industry, the State Government is the appropriate Government under sub-clause (ii) of clause (a) of section 2 of the Industrial Disputes Act, 1947, or to which the provisions of the Bombay Industrial Relations Act, 1946, apply, and in which factory or establishment fifty or such higher number of workmen as may be specified by the State Government by notification in the *Official Gazette*, are employed.

(5) Notwithstanding anything contained in sub-sections (3) and (4), the State Government may, after giving not less than two months' notice of its intention to do so, by notification in the *Official Gazette*, and after considering any objections and suggestions which may be received, by like notification, apply from a specified date the provisions of this Act to any factory or establishment in any industry or industries specified in the notification, wherein less than fifty workmen, but not less than such number of workmen as may be specified in the notification, are employed.

(6) Once the provisions of this Act apply or are applied to any factory or establishment in any industry under this section, they shall continue to apply to such factory or establishment, notwithstanding that the number of workmen employed therein falls below fifty or such higher or lesser number of workmen as may be specified under the notification issued under sub-section (4) or (5), as the case may be.

*Explanation.*—For computing the number of workmen employed in any industry for the purposes of this section, the number of workmen employed

in all the branches and units of the factories and establishments in the industry in the State of Maharashtra shall be taken into consideration, and if there is any doubt or dispute, the matter shall be referred to, and decided by, the State Government of any office authorised by it in this behalf, and its or his decision, as the case may be, shall be final.

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

(a) "Controlling Authority" means the Authority appointed by the State Government under section 3 ;

(b) "employer", in relation to any factory or establishment in any industry, means the person or authority, who has the ultimate control over the affairs of the industry, and includes the Managing Director or any other person (by whatever name called) who is responsible to the owner for the supervision and control of the workmen employed therein ;

(c) "establishment" means an establishment as defined in the Bombay Shops and Establishments Act, 1948 ; Bom. LXXIX of 1948.

(d) "factory" means a factory as defined in the Factories Act, 1948 ; LXIII of 1948.

(e) "industry" means an industry as defined in the Industrial Disputes Act, 1947 ; XIV of 1947.

(f) "month" means a month as defined in the Bombay General Clauses Act, 1904 ; I of 1904.

(g) "prescribed" means prescribed by rules made under this Act.

(h) "wages" means basic wages and dearness allowance ;

(i) "workman" means a workman as defined in the Industrial Disputes Act, 1947, or an employee as defined in the Bombay Industrial Relations Act, 1946 as the case may require ; XIV of 1947. Bom. XI of 1947.

(j) words and expressions used in this Act, but not defined herein, shall have the meanings assigned to them in the Industrial Disputes Act, 1947, or the Bombay Industrial Relations Act, 1946, as the case may require ; XIV of 1947. Bom. XI of 1947.

3. *Appointment of Controlling Authority.*—The State Government may, by notification in the *Official Gazette*, appoint an officer, not below the rank of Assistant Commissioner of Labour, to be the Controlling Authority for the administration of this Act and for carrying out the purposes of this Act, and different Controlling Authorities may be appointed for different areas or for different industries, or in the same areas or different industries or for the same industry in different areas.

4. *Responsibility for payment of house-rent allowance.*—(1) Every employer shall pay to every workman employed by him a house-rent allowance which shall not be less than five per cent of the wages payable to the workman for his services during a month, or twenty rupees, whichever is higher :

Provided that in case a workman renders service for less than a month, the house-rent allowance shall be payable to him *pro-rata* :

Provided further that the service during a month shall include the days on which—

(a) the workman has been laid off under an agreement or as permitted by the Standing Orders made under the Industrial Employment (Standing Orders) Act, 1946, or the Industrial Disputes Act, 1947, or the Bombay Industrial Relations Act, 1946, or under any other law for the time being in force ; XX of 1946, XIV of 1947, Bom. XI of 1947.

(b) he was unable to work due to lock-out or cessation of work, for which the employer pays wages ;

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

(d) he has been on any authorised leave including weekly or other declared holiday, sick leave or permissible casual or optional leave ;

(e) he has been on any kind of leave with wages ;

(f) in the case of a female workman, she has been on maternity leave, so, however, that the total period of such leave, including sick leave, weekly offs, etc., does not exceed twelve weeks.

(2) The house-rent allowance payable to a workman under sub-section (4) shall be paid to him in cash, along with his wages for the month.

(3) Notwithstanding any thing contained in sub-section (4), a workman, who is entitled to draw under the terms of his service or under any agreement, settlement or award, a house-rent allowance at a higher rate than that provided in sub-section (4), shall continue to draw the same at such higher rate.

(4) Where a workman is provided residential accommodation by the employer and a deduction is made therefor from his wages, then—

(a) if the amount deducted for such accommodation is higher than the house-rent allowance admissible under sub-section (1), the deduction shall be reduced by the amount mentioned in that sub-section, and no house-rent allowance shall be payable to such workman ; and

(b) if the amount deducted is less than the house-rent allowance admissible under sub-section (1), the said allowance shall be reduced by the amount deducted, and the balance shall be paid to the workman.

5. *House-rent allowance when not payable.*—Where a workman is provided with residential accommodation by the employer and no deduction is made therefor from his wages, the employer shall not be required to pay house-rent allowance to such workman as required by section 4.

6. (1) *Recovery of house-rent allowance as fine.*—If the house-rent allowance payable under this Act is not paid by the employer within the prescribed period, the workman or any person authorised by him in writing in this behalf, or in case of his death, his heir or legal representative, may, without prejudice to any other mode of recovery, make an application, in such form and in such

manner as may be prescribed, to the Controlling Authority having jurisdiction, for the recovery of the amount of the house-rent allowance due to him from the employer :

Provided that such application shall be made within a period of one year from the date the house-rent allowance became due :

Provided further that such application may be entertained, after expiry of the said period of one year, if the Controlling Authority is satisfied that the workmen had sufficient cause for not making the application in time.

(2) The Controlling Authority to whom an application under sub-section (1) is made may, after giving the applicant and the employer concerned a reasonable opportunity of being heard and after making such further inquiry as may be considered necessary, determine the amount of house-rent allowance due to the applicant and may, by order, direct, without prejudice to any other action which may be taken under this Act or any other law for the time being in force against the employer, the payment to the applicant of the amount of house-rent allowance as so determined.

(3) An appeal shall lie, in the prescribed manner and within the prescribed period, from an order of the Controlling Authority dismissing any application made under sub-section (1) or giving any direction under sub-section (2), to such Appellate Authority, not below the rank of Deputy Commissioner of Labour, as the State Government may, by notification in the *Official Gazette*, appoint in this behalf, and different Appellate Authorities may be appointed for the same or different industries or for the same or different areas.

(4) Any order made by the Controlling Authority under this section, subject to an appeal to the Appellate Authority, and any order made by the Appellate Authority on any such appeal, shall be final.

(5) Any amount of the house-rent allowance found due and directed to be paid by any order made under this section, which has become final, may be recovered by any Judicial Magistrate to whom the Controlling Authority makes an application in this behalf, as if it were a fine imposed by such Magistrate and shall be paid to the applicant concerned or his heir or legal representative, as the case may be.

7. *Reference of a dispute under this Act.*—Where any dispute arises between an employer and any workman or workmen with respect to the house-rent allowance payable under this Act or with respect to the application of this Act to any factory or establishment in any industry or to any workmen employed therein, such dispute shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or the Bombay Industrial Relations Act, 1946, as the case may require, and the provisions of the relevant Act, shall *mutatis mutandis*, apply for investigation and settlement of such dispute.

8. *Maintenance of registers accounts and records.*—Every employer to whom the provisions of this Act apply shall maintain such registers, account books and records giving such particulars of workmen employed by him, the wages and house-rent paid to them, the receipts given by them and such other particulars and in such manner and form, as may be prescribed.

9. *Appointment of Inspectors.*—(1) The State Government may, by notification in the *Official Gazette*, appoint such persons as it thinks fit to be Inspectors for the purposes of this Act, and define the local limits within which they shall exercise their functions under the supervision of the Controlling Authority concerned.

(2) For the purpose of ascertaining whether any provisions of this Act are being complied with or not, an Inspector may, within the local limits for which he is appointed,—

(a) enter, at all reasonable hours, with such assistants (if any), being persons in the service of the Government or any local or other public authority, as he thinks fit, any premises or place of a factory or establishment in an industry for the purpose of examining any registers, account books and other records required to be kept under this Act or the rules made thereunder and require any one found in charge thereof to produce before him for examination any registers, account books and other records relating to the employment of the workmen and the payment of wages and house-rent allowance to them ;

(b) examine, with respect to any matter relevant to any of the purposes aforesaid, the employer, his agent or servant or any other person in charge of the factory or establishment or the records or any person whom the Inspector has reason to believe to be or to have been a workman in that factory or establishment ;

(c) seize or take copies of such registers, account books or other records or portions thereof as he may consider relevant in respect of any offence under this Act, which he has reason to believe has been committed by any employer or other person ;

(d) require the employer or his agent or servant or any workman to furnish such further information as he thinks fit ;

(e) exercise such other powers and discharge such other functions as may be prescribed.

(3) Any person required to produce any registers, account books or other records or to give any information, which is in his power to produce or give, to an Inspector as required by him under sub-section (2), shall be legally bound to do so.

10. *Penalties for offences.*—(1) Whoever, for the purposes of avoiding any payment to be made by himself under this Act, or of enabling any other person to avoid such payment, knowingly makes or causes to be made any false statement or false representation or false entry in any register, account book or other record, shall, on conviction, be punished with imprisonment for a term which may extend to one year, or with fine which may extend to two thousand rupees, or with both.

(2) Any person who contravenes, or makes default in compliance with, any other provision of this Act shall, on conviction, be punished with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both.

11. *Cognizance of offences.*—(1) No Court shall take cognizance of an offence punishable under this Act, except on a complaint made by the Controlling Authority or an Inspector or by any officer of the State Government authorised by it in this behalf.

(2) No Court inferior to that of a Metropolitan Magistrate or a Magistrate of the First Class shall try any offence punishable under this Act.

12. *Protection of action taken under the Act.*—No suit, prosecution or other legal proceeding shall lie against the Controlling Authority, any Inspector or any other person for anything which is in good faith done or intended to be done in pursuance of this Act or any rules or orders made thereunder.

13. *Power to exempt in special cases.*—(1) Notwithstanding anything contained in this Act, the State Government may, by order published in the *Official Gazette*, and subject to such conditions and restrictions, if any, and for such period or periods, as may be specified in the order, direct that the provisions of this Act shall not apply to any specified factory or establishment or to any specified class of factories or establishments in any industry, if it is satisfied that it is just and proper so to do in the public interest or for any special reasons having regard to the more favourable conditions of employment in such factory or factories or establishment or establishments or to the financial position and other relevant circumstances of such factory or factories or establishment or establishments, as the case may be.

(2) Any order made under this section may be made so as to be retrospective to any date not earlier than the date on which the Act became applicable to that factory or factories or establishment or establishments, as the case may be.

14. *Power to make rules.*—(1) The powers to make all rules under this Act shall be exercisable by the State Government by notification in the *Official Gazette*, subject to the condition of previous publication.

(2) Without prejudice to any power to make rules contained elsewhere in this Act, the State Government may make rules generally to carry out the purposes of this Act. Such rules may provide for payment of fees for any of the purposes of this Act, for which no provision is made in this Act.

(3) Every rule made under this Act shall be laid as soon as may be after it is made before each House of the State Legislature while it is in session for a total period of thirty days, which may be comprised in one session or two or more successive sessions and if, before the expiry of the session in which it is so laid or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, and notify such decision in the *Official Gazette*, the rule shall from the date of publication of such notification, have effect only in such modified form or be of no effect, as the case may be, without prejudice to the validity of anything previously done or omitted to be done under that rule.

15. *Protection of rights under other laws or agreements.*—Nothing contained in this Act shall adversely affect any rights of the workmen or their representatives to demand or to get or to raise an industrial dispute under any agreement

or any other law for the time being in force, for better service conditions relating to housing accommodation or house-rent allowance, in addition to those provided under this Act.

#### STATEMENT OF OBJECTS AND REASONS

Under the existing labour laws, there is no provision for payment of any house-rent allowance or provision of house accommodation to the industrial workmen. The problem of getting house accommodation has already become and is becoming very acute and also costly, due to insufficient number of houses and high rate of house-rent. In several industrially developed areas, therefore, the workmen have perforce to live in slums or in slum areas or *zopadpattis*. House accommodation is one of the basic needs of every human being to maintain his health and efficiency in his work. In order to give some relief to the industrial workmen on this account, some of the States like West Bengal have already made laws providing for payment of house-rent allowance by the employer to the industrial workmen in their States.

2. Maharashtra is an industrially advanced State. Justification for statutory provision of minimum house-rent allowance is obvious. It is considered that it is time to undertake legislation in this State to make it incumbent upon the employers in factories and establishments in industries in the Maharashtra State also to pay a minimum house-rent allowance to their workmen.

3. The Bill accordingly provides for payment of minimum house-rent allowance to workmen employed in any factory or establishment in any industry as defined in the Industrial Disputes Act, 1947, in which 50 or more workmen as may be notified by the State Government are employed, unless exempted under the provisions of the Act (*see* clause 4 of the Bill). The rate of minimum house-rent allowance payable to a workman is proposed to be not less than 5 per cent of the wages payable to him for his services during a month or twenty rupees, whichever is higher. Provision is being made for recovery of the house-rent allowance, if not paid, as if it were a fine imposed by a Magistrate to ensure expeditious recovery (*see* clause 6).

4. Power is being taken by the State Government to apply, after giving not less than two months' notice and after considering any objections and suggestions which may be received, the provisions of this Act to any specified factory or establishment in any industry or industries, where less than 50 workmen but not less than such number of workmen as may be specified, are employed [*see* clause 1 (5)].

5. Provision is made in the Act for grant of exemption from the application of the Act in public interest or for special reasons to any specified factories or establishments in any industry. Guidelines for grant of exemption are provided (clause 13).

6. For the purpose of ascertaining whether the provisions of the Act are being complied with or not, Inspectors are being appointed and penalties are being provided for offences of making false statements, representations or entries in records and for contravening any provisions of the Act (clauses 9 and 10).

7. It is clarified that nothing contained in the Act will affect the rights of the workmen to get, or to raise, industrial disputes for better service conditions relating to housing accommodation or house-rent allowance under other laws or agreements (clause 15).

8. The Bill seeks to achieve the above objects.

(Published in M.G.G. Part V, dated 4th August 1983, page No. 560-565)

## Gist of Important Notifications Under Various Labour Laws

### I. BOMBAY INDUSTRIAL RELATIONS ACT, 1946

(a) *Appointments under the Act.*— (1) In exercise of the powers conferred by sub-section (2) of Section 5 of the said Act, the Commissioner of Labour, Bombay has appointed Smt. L. M. Chinchwadkar, Government Labour Officer, Bombay Division, Bombay, to be the Assistant Registrar of Unions for all the local areas in Greater Bombay in place of Smt. S. M. Naik, Government Labour Officer, Bombay.

(Notification No. CL/BIR/NTF/1983/H.O. III (b), dated 14th January, 1983 published in *M.G.G.*, Part I-L, dated 4th August, 1983, page No. 5027).

(2) In exercise of the powers conferred by sub-section (2) of Section 5 of the said Act, the Commissioner of Labour, Bombay appointed Smt. P. R. Gawaskar, Government Labour Officer, Thane, to be the Assistant Registrar of Unions for all the local areas in Thane District in place of Smt. J. M. Gupte, Government Labour Officer, Thane.

(Notification No. CL/BIR/NTF/1083/H.O. III (b), dated 2nd February, 1983, published in *M.G.G.*, Part I-L, dated 4th August, 1983, page No. 5027).

(3) In exercise of the powers conferred by sub-section (2) of section 5 of the said Act, the Commissioner of Labour, Bombay has appointed Shri C. P. Shirke, Assistant Commissioner of Labour, Pune, to be the Assistant Registrar of Unions, Pune for all the local areas in Pune Division in place of Shri S. K. Badruddin, Assistant Commissioner of Labour, Pune, and confer on him all the powers of the Registrar of Unions under the Act for the said local areas.

(Notification No. CL/BIR/NTF/1983/H.O. III(B), dated 2nd February, 1983, published in *M.G.G.*, Part I-L, dated 4th August, 1983, page No. 5028).

(4) In exercise of the powers conferred by sub-section (1-A) of Section 5 of the said Act, the Commissioner of Labour, Bombay has appointed Smt. V. V. Shirsat, Assistant Commissioner of Labour, Bombay, to be the Additional Registrar of Unions, for the local area of Greater Bombay and to exercise all powers of the Registrar of Unions, while performing duties of Registrar of Unions, Bombay, also for the purpose of disposal of applications received by the Registrar of Unions, under clause (ii) of sub-section (b) of Section 15 and Section 24 of the said Act, for cancellation of registration of unions and removal from the approval list of unions in the industry connected with the conduct and maintenance of public passenger transport services by omnibus or train in the local area of Greater Bombay.

(Notification No. CL/BIR/NTF/1982/H.O. III (B), dated 24th December, 1982, published in *M.G.G.*, Part I-L, dated 4th August, 1983 page No. 5028-29).

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

(a) *Declaration of relief undertakings under the Act.*— (1) In exercise of the Power conferred by Section 3 and 4 of the said Act, the Government of Maharashtra has declared that the relief undertaking named Messrs. Kulkarni Foundries Limited, Pune, shall for a further period of one year commencing on this 29th day of June 1983 and ending on the 28th day of June 1984 (both days inclusive) be conducted to serve as a measure of unemployment relief, subject to the conditions as specified in the said notification.

(Notification No. BRU/1082/9472/IND-10, dated 27th June, 1983, published in *M. G. G.* Part I-L, dated 18th August, 1983, Page No. 5212-19).

(2) In exercise of the powers conferred by section 3 and sub-clause (iv) of clause (a) of sub-section 4 of the said Act, the Government of Maharashtra has declared that the relief undertaking named Messrs. The Podar Mills Limited, Bombay to which financial assistance has been provided by the Government of Maharashtra by way of deferment of recovery of

Sales Tax areas and current Sales Tax vide Government Resolution, Industries, Energy and Labour Department No. M1S/1082/2440/IND-11, dated 8th April, 1983, shall for a period of one year commencing from 30th July 1983, be conducted to serve as a measure of unemployment relief subject to the conditions as specified in the said Notification.

(Notification No. BRU/1083/9566/IND-10, dated 30th July, 1983, published in *M.G.G.* Part I-L, dated 18th August, 1983, Page No. 5269).

### III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(a) *Suspensions under the Act.*— (i) In exercise of the Powers conferred by Section 6 of the said Act, the Government of Maharashtra has suspended for the commencing on the 2nd July 1983 and ending on the 8th July 1983 the operation of the provisions of Section 18 of the said Act in so far as they relate to the operation of the calendar or list of closed days prepared under Sub-section (1) and of the orders if any, issued under Sub-section (1-B) of the said Section 18 in the areas of 271 Sangh Assembly Constituency subject to the conditions that.

(i) all Shops and Commercial Establishments in the said areas shall remain closed on the 3rd July 1983, and

(ii) no deduction shall be made from the wages of any employee in any such Shop or Commercial Establishments on account of close on the 3rd July, 1983.

(Notification No. P-7383/CR-593-Lab-9, dated 30th June 1983. Published in *M.G.G.* Part I-L dated 18th August 1983, Page No. 5226-27).

### IV. CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

(a) *Amendment of the Act.*— (1) In exercise of the powers conferred by Sub-sections (1) and (2) of Section 4 of the said read with Rules 3 and 4 of the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971 and of all other powers enabling it in that behalf the Government of Maharashtra has amended Government Notification, I. E. and L. Department. No. CLA. 1279/3011/67/Lab-12, dated the 17th March, 1981 (hereinafter referred to as "the said Notification") as follows—

In the Schedule to the said Notification—

(i) Under the Heading "Representing Principal Employers", for entries 1, 2 and 3, the following shall be substituted, namely:—

" 1. Shri M. V. Savadikar, Manager, Industrial Relations (Central IRD), Voltas Limited, 19, J. N. Heredia Marg, Ballard Estate, Bombay 400 038.

2. Shri Sumant J. Patel, President, All India Manufacturers' Organisation, Jeevan Sahakar, Sir P. M. Road, Bombay 400 001.

3. Shri N. V. Merani, Chief Engineer and Joint Secretary, Public Works Department, Mantralaya, Bombay 400 032. "

(ii) Under the Heading "Representing the Contractors", for entries 1 and 2, the following shall be substituted, namely—

" 1. Shri Narendra Patel, Honorary General Secretary, Messrs. Kasandas Pvt. Ltd. Rajabhadur Building, Tamrind Lane, Bombay 400 023.

2. Shri R. G. Gandhi, Chairman, Messrs. Acrow India Ltd., Sterling Apartment 5th floor, Dr. Annie Besant Road, Bombay 400 018. "

(iii) Under the Heading "Representing Workmen", for entry 2, the following shall be substituted, namely:—

" 2. Shri M. N. Dorai Rajan, Secretary, Rashtriya Mill Mazdoor Sangh, Nagpur, 109, Telecom Colony, Rana Pratap Nagar, Nagpur 440 022.

(Notification No. LLA/1083/CR. 482/Lab-12, dated 20th July, 1983, published in *M. G. G.* Part I-L, dated 18th August, 1983, Page No. 5164).

### 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-9890 belonging to the Hindustan Petroleum Corporation Ltd., Mahul, Bombay

400 074 from the operation of Clause (c) of Section 6 of the said Act, for the period of 12 months from the 16th May, 1983 to 19th May, 1984, (both days inclusive).

(Notification No. 1BA. 1083/CR. 564/Lab-3, dated 13th May, 1983, published in *M.G.G.* Part I-L, dated 18th August, 1983, Page No. 5172).

2. 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-10713 belonging to the Koradi Thermal Power Station, Koradi of Maharashtra State Electricity Board, from the operation of Clause (c) of section 6 of the said Act, for the period of six months from the 25th June, 1983 to 24th December, 1983 (both days inclusive)

(Notification No. 1BA/1083/20643/CR. 585-Lab-9, dated 21st June, 1983, published in *M. G. G.* Part I-L, dated 18th August, 1983, Page No. 5173).

#### VI. INDUSTRIAL DISPUTES ACT, 1947

(a) *Notification under the Act.*—(1) In exercise of the powers conferred by Sub-Section (3) of Section 10 of the aforesaid Act, the Government of Maharashtra has prohibited the continuance of the strike in Messrs. Commercial Art Engravers, Bombay 400 007, in connection with the dispute aforesaid (which was in existence on the date on which the dispute was referred to the said Tribunal for adjudication).

(Notification No. ADC/1683/2888 (II) /Lab-2, dated 13th June, 1983, published in *M.G.G.* Part I-L, dated 18th August, 1983, Page No. 5171.)

(2) In exercise of the powers conferred by Sub-Clause (vi) of the clause (n) of Section 2 of the said Act, the Government of Maharashtra has declared "Industry engaged in the Assembly Manufacture of over hand of air-crafts and their components" to be a public utility service for the purpose of the said Act for a period of six months commencing from 20th July, 1983,

(Notification No. IDA/1483/2047/Lab-2, dated 19th July, 1983, published in *M. G. G.* Part I-L, dated 18th August, 1983, Page No. 5261).

(3) In exercise of the powers conferred by Sub-section (vi) of clause (n) of Section 2 of the said Act, the Government of Maharashtra has declared the Electronics Industries, the entire production of which is exported, to be Public Utility Service for the purpose of the said Act for a period of six months from 22nd July, 1983.

(Notification No. IDA/1483/2908/Lab-2, dated 22nd July, 1983, published in *M. G. G.* Part I-L, dated 18th August, 1983, Page No. 5265.)

#### VII. PAYMENT OF WAGES ACT, 1936

(a) *Corrigendum.*—In Government Notification, Industries, Energy and Labour Department, No. PWA-1082/5136/Lab-7, dated the 8th November 1982, published in the *Maharashtra Government Gazette*, Part I-L, dated the 20th January 1983 at page 313 read the brackets, words and letters "(No. 38 of 1982)" for the brackets, words and letters "(No. 8 of 1982)"

(Notification No. PWA/1083/5594/Lab-7, dated 27th July 1983, published in *M.G.G.* Part I-L, dated 18th August 1983, Page No. 5268.)

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

(a) *Notifications under the Act.*—(1) In exercise of the Powers conferred by Sub-Section (1) of Section 4 of the said Act, and of all Other Powers enabling it in this behalf the Government of Maharashtra after consultation with the advisory committee, worked the following scheme further to amend the Grocery Markets or Shops Unprotected workers (Regulations of Employment) and Welfare, Scheme, 1970 the same having been previously published as required by sub-section (1) of the said Section 4 namely.

1. This Scheme may be called the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) (Amendment), Scheme, 1983.

2. In clause 2 of the Grocery Markets or Shops Unprotected Workers (Regulation of Employment and Welfare), Scheme, 1970 (hereinafter referred to as "the principal Scheme") for sub-clause (2) the following shall be substituted, namely

"(2) Application.— This Scheme shall be deemed to have applied or as the case may be shall apply,—

(i) to the workers working in groups or tollis in Greater Bombay in the scheduled employments specified in column 1 of the Schedule hereto and to the employers in those scheduled employments in Greater Bombay on and from the 17th February 1975 ;

(ii) to the workers (not being those working in groups or tollis), and the employers in the Scheduled employments specified in column 1 of the Schedule hereto in the areas respectively specified against them in column 2 of the Schedule, on and from the dates respectively specified against them in column 3 of the said Schedule."

3. Clause 3 of the principal scheme shall be deleted.

4. For clauses 14 and 15 of the principal Scheme, the following shall be substituted, namely

"14. *Registration of employers.*— Within forty five days from the date on which this Scheme applies to him, or such lesser period as may be specified by the State Government every employer shall, unless the said period has already expired, apply to the Board for registration in the Form appended to this Scheme.

15. *Registration of existing and new workers.*— Any worker who, on the date from which this Scheme applies to him is or was working in any scheduled employment specified in column 1 of the Schedule hereto shall be registered under this Scheme. Any other worker who has been or was working in the said scheduled employment on such date as has been or may be specified by the Board in that behalf may be so registered if he is a citizen of India, possess such qualifications as have been or may be specified by the Board having regard to local conditions, physical fitness capacity and experience and is not more than sixty years of age or medically unfit."

5. In clause 16 of the principal scheme,—

(a) in the short title, for the word "workers," the words "registered workers" shall be substituted

(b) in sub-clause (1), the words "category of workers" and "a worker" the words "category of registered workers" and "registered worker" shall, respectively, be substituted;

(c) in sub-clause (2), for the words "monthly workers", wherever they occur, and the words "as worker", "a worker" and "group of employers" the words "registered monthly workers", "no registered worker", "a registered worker", and "group of registered employers" shall, respectively, be substituted ;

(d) in sub-clause (3), for the words "monthly worker" and "employer" at both the places where they occur, and the words "the worker" the words "registered monthly worker", "registered employer" and "the registered worker" shall, respectively, be substituted;

(e) in sub-clause (4), for the words "monthly worker" and "the worker" the words "registered monthly worker" and "the registered worker" shall, respectively, be substituted ;

(f) in sub clause (5), for the words "monthly worker", and the words "employer" and "the worker", wherever they occur, the words "registered monthly worker" "registered employer" and "the registered worker" shall, respectively, be substituted.

6. In clause 19 of the principal Scheme, in sub-clause (2), for the words "workers" the words "registered workers" shall be substituted.

7. In clause 20 of the principal Scheme, for the words "monthly and daily worker", "the worker" and monthly workers" the words "registered monthly and daily workers", "the registered worker" and "registered monthly workers" shall respectively, be substituted.

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8. In clause 22 of the principal Scheme, for the words "A worker's", "employer", "monthly worker" and "the worker" the words "A registered worker's", "registered employer", "registered monthly worker" and "the registered worker" shall respectively, be substituted.

9. In clause 23 of the principal Scheme,—

(a) in sub-clause (1), for the word "worker" the words "registered worker" shall be substituted;

(b) in sub-clause (2), for the words "monthly worker", "employer", wherever they occur, and the words "the worker" and "a worker" the words "registered monthly worker", "registered employer" "the registered worker" and "a registered worker" shall, respectively, be substituted.

10. In clause 24 of the principal Scheme,—

(a) in the short title, for the word "workers", the words "registered workers" shall be substituted;

(b) in sub-clause (1), for the words "monthly worker", "employers" and "any worker" the words "registered monthly worker", "registered employers" and "any registered worker" shall, respectively, be substituted;

(c) in sub-clause (2), for the word "workers", at both the places where it occurs, the words "registered workers" shall be substituted;

(d) in sub-clause (3), for the word "worker" and the words "employer" and "employers", wherever they occur, the words "registered worker", "registered employer" and "registered employers" shall, respectively, be substituted.

11. In clause 25 of the principal Scheme, for the words "monthly workers" and "employer" the words "registered monthly workers" and "registered employer" shall, respectively, be substituted.

12. In clause 26 of the principal Scheme, for the word "worker", at both the places where it occurs, and the word "employer" the words "registered worker" and "registered employer" shall, respectively, be substituted.

13. In clause 27 of the principal Scheme, for the word "worker" the words "register worker" shall be substituted.

14. In clause 30 of the principal Scheme,—

(a) in sub-clause (2), for the word "worker" the words "registered worker" shall be substituted;

(b) in sub-clause (4), for the word "workers" the words "registered workers" shall be substituted;

(c) in sub-clause (5), for the words "daily workers", at both the places where they occur, the words "registered daily workers" shall be substituted.

15. In clause 31 of the principal Scheme, in sub-clause (1), for the words "No employer" the words "No registered employer" shall be substituted.

16. In clause 33 of the principal Scheme,—

(a) in the short title, for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (1), for the word "workers" the words "registered workers" shall be substituted;

(c) in sub-clause (3), for the word "employers" the words "registered employers" shall be substituted.

17. In clause 34 of the principal Scheme, for the words "workers other than monthly workers" the words "registered workers other than registered monthly workers" shall be substituted.

18. In clause 35 of the principal Scheme,—

(a) in sub-clause (4), for the words "employees" and "the worker" the words "registered employers" and "the registered worker" shall, respectively, be substituted;

(b) in sub-clause (5a), for the words "the workers" the words "the registered workers" shall be substituted;

(c) in sub-clause (6) for the words, "monthly workers" the words "registered monthly workers" shall be substituted.

19. In clause 36 of the principal Scheme,—

(a) in sub-clause (1), for the words "individual worker" and "gang of workers of different gangs of workers" the words "individual registered worker" and "gang of registered workers or different groups of registered workers" shall, respectively, be substituted;

(b) in sub-clause (2), for the words "monthly workers" the words "registered monthly workers" shall be substituted;

(c) in sub-clause (3), for the word "worker" at both the places where it occurs, the words "registered worker" shall be substituted;

(d) in sub-clause (4), for the words "any worker" and "gang of workers" at both the places where they occur, the words "any registered worker" and "gang of registered workers" shall, respectively, be substituted;

(e) in sub-clause (5), words "a worker or a gang of workers" the word "a registered worker or a gang of registered workers" shall be substituted.

20. In clause 38 of the principal Scheme,—

(a) in the short title, for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (1), (2) and (3), for the word "worker" the words "registered worker" shall be substituted.

21. In clause 39 of the principal Scheme, in the short title, for the word "employers" the words "registered employers" shall be substituted.

22. In clause 41 of the principal Scheme for the words "a worker" and "an employer" the words "a registered worker" and "a registered employer" shall, respectively, be substituted.

23. In clause 42 of the principal Scheme,—

(a) in sub-clause (2), for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (6), for the word "employer" where it occurs for the second time, the words "the registered employers" shall be substituted.

24. For the Schedule to the Principal Scheme, the following shall be substituted, namely

SCHEDULE  
[See clause 2(2)]

Scheduled employment	Area	Dated
1	2	3
1. Grocery Market or Shops in connection with loading, unloading, stacking, carry ing, weighing, measuring (filling, stitching, sorting cleaning) or such other work	A. Areas bounded by.— (i) On the West— By Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabh-bhai Patel Road.	7th May 1970.

1	2	3
including work or incidental to such operations.	(ii) On the North—By Sardar Vallabhbhai Patel Road from its junction with Mohamadalli Road upto its junction with Mansion Road.	
	(iii) On the East—By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg.	
	(iv) On the South—By Lokmanya Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road	
	B. Areas bounded by—(i) On the North—By Maulana Shaukatali Road from its junction with Maulana Azad Road, upto its junction with Ebrahim Rahimtulla Road.	
	(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatali Road upto its junction with Erskine Road.	
	(iii) On the South—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatali Road.	
	C. Areas bounded by—(i) On the West—By Jail Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road and by Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road.	
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.	

1	2	3
1—contd.	(iv) On the East—By F. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road upto the junction of Chapsi Bhimsi Road.	
	D. Areas bounded by—(i) On the West—By Messent Road from its junction with Victoria road upto its junction with Hay Bunder Road.	
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in the North upto its junction with Hay Bunder Road in the South.	
	(iv) On the South—By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.	
	(b) Areas within the premises of— (i) Messrs. Bhankeria Brothers, Bazargate Street, Bombay-1. (i.) Haji Bunder and Hay Bunder area.	6th October 1973.
	(c) Thane and Kalyan Talukas of the Thane District.	26th December 1979.
	(d) Panvel Talukas of the Raigad District.	26th December 1979.
	(e) The Whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	1st August 1983.
Markets and other establishments, in connection with loading, unloading, stacking, carrying, weighing, Measuring (filling, stitching, sorting, cleaning) of soda ash, coal-tar, lime, colour Chemicals, Chemical products including fertilizers, gunny bags, coir ropes, rope, mats, hessian cloth, hessian yarn, oil cake, husk chuni and chhal or such other work including work	A. Areas bounded by—(i) On the West—By Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road. (ii) On the North—By Sardar Vallabhbhai Patel Road from its junction with Mohamadalli Road upto its junction with Mansion Road. (iii) On the East—By Mansion Road from its junction with Sardar Vallabhbhai Patel Road upto its	

## SCHEDULE—contd.

1	2	3
preparatory or incidental to such operations.	junction with Lok-manyā Tilak Marg.	
	(iv) On the South—By Lokmanyā Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road.	
	<i>B. Areas bounded by—(j) On the North—By Maulana Shaukatalli Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.</i>	
	(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatalli Road upto its junction with Erskine Road.	
	(iii) On the South—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbbhai Patel Road upto its junction with Maulana Shaukatalli Road.	
	<i>C. Area bounded by—(i) On the West—By Jail Road from its junction with Sardar Vallabhbbhai Patel Road upto its junction with Mazgaon Road and by Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road.</i>	
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabhbbhai Patel Road from its junction with Jail Road, upto its junction with P. D'Mello Road.	
	(iv) On the East—By P. D'Mello Road from its junction with Sardar Vallabhbbhai Patel Road upto the junction of Chapsi Bhimsi Road.	

## SCHEDULE—contd.

1	2	3
	<i>D. Areas bounded by (i) On the West—By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road.</i>	
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in the north upto its junction with Hay Bunder Road in the south.	
	(iv) On the South—By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.	
	(b) Areas within the premises of—	16th October 1973.
	(i) Messrs Bhankeria Brothers Bazargate Street, Bombay-1.	
	(ii) Haji Bunder and Hay Bunder areas.	
	(c) Thane and Kalyan Talukas of the Thane District.	26th December 1979.
	(d) Panvel Taluka of the Raigad District.	26th December 1979.
	(e) The Whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	1st August 1983.
3. Onion and Potato Wholesale markets in connection with loading, unloading, stacking, carrying, weighing, measuring, (filling, stitching, sorting, cleaning) of such other work including work preparatory or incidental to such operations.	<i>Areas Bounded—(i) On the South by Sardar Vallabhbbhai Patel Road, from its junction with Saifee Jubilee Street, upto its Junction with Sant Sena Maharaj Marg.</i>	1st May 1972.
	(ii) On the West—by Sant Sena Maharaj Marg from its junction with Sardar Vallabhbbhai Patel Road upto its junction with Maulana Shaukatalli Road.	
	(iii) On the North—by Maulana Shaukatalli Road from its junction with Sant Sena Maharaj Marg upto its junction with Saifee Jubilee Street.	
	(iv) On the East—By Saifee Jubilee Street from its junction with	

## SCHEDULE—

1	2	3
	Maulana Shaukatalli Road upto its junction with Sardar Vallabhbhai Patel Road.	
(b) Areas bounded—(A)	(i) On 16th October 1973, the West—by Mohamadalli Road from its junction with Lokmanya Tilak Marg upto its junction with Sardar Vallabhbhai Patel Road.	
	(ii) On the North—By Sardar Vallabhbhai Patel Road, from its junction with Mohamadalli Road upto its junction with Mansion Road.	
	(iii) On the East—By Mazgaon Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Lokmanya Tilak Marg.	
	(iv) On the South—By Lokmanya Tilak Marg from its junction with Mohamadalli Road upto its junction with Mansion Road.	
(B)	(i) On the North—By Maulana Shaukatalli Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(ii) On the West—By Maulana Azad Road from its junction with Maulana Shaukatalli Road upto its junction with Erskine Road.	
	(iii) On the South—By Erskine Road from its junction with Maulana Azad Road upto its junction with Ebrahim Rahimtulla Road.	
	(iv) On the East—By Ebrahim Rahimtulla Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Maulana Shaukatalli Road.	
(C)	(i) On the West—By Jail Road from its junction with Sardar Vallabhbhai Patel Road upto its junction with Mazgaon Road and Dr. Mascarenhas Road upto its junction with Chapsi Bhimsi Road.	

## SCHEDULE—contd.

1	2	3
	(ii) On the North—By Chapsi Bhimsi Road from its junction with Dr. Mascarenhas Road upto its junction with Reay Road.	
	(iii) On the South—By Sardar Vallabhbhai Patel Road from its junction with Jail Road upto its junction with P. D'Mello Road.	
	(iv) On the East—By P. D'Mello Road from its junction with Sardar Vallabhbhai Patel Road extending North upto Reay Road and further by Reay Road upto the junction of Chapsi Bhimsi Road.	
(D)	(i) On the West—By Messent Road from its junction with Victoria Road upto its junction with Hay Bunder Road.	
	(ii) On the North—By Hay Bunder Road from its junction with Messent Road upto its junction with Fosbery Road.	
	(iii) On the East—By Fosbery Road from its junction with Hay Bunder Road in North upto its junction with Hay Bunder Road in the South.	
	(iv) On the South By Hay Bunder Road from its junction with Victoria Road upto Fosbery Road.	
(c)	Thane and Kalyan Talukas of the Thane District.	26th December 1979.
(d)	Panvel Taluka of the Raigad District.	26th December 1979.
(e)	The whole of the Thane and Raigad District ) excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District.	1st August, 1983.
14. Factories and mills manufacturing grocery products if such employment is connected with loading, unloading, stacking, carrying, weighing, measuring (filling, stitching, sorting, cleaning) or such other work including	(a) Areas within the precincts of— (1) Ahmed Oomerbhoy Oil Mills, Factory at Two tanks, Road No. 9 and their godown at 'E' Snea, Grain Depot, Bombay 33. (2) Bombay, Prabhat Swadeshi Rice Mills, factory at Nandlal Janu Road, Bombay 9.	1st May 1972.

## SCHEDULE—contd.

1	2	3
work, preparatory or incidental to such operations carried on by workers covered by the Schedule to the Act.	(3) Ganga Grain Crushing Mills' factory at 105, Keshavnagar Road, Bombay 9.	
	(4) Udayshankar Vastani Dal Mills' factory at Mazgaon Road, Bombay 10.	
	(5) Hind Dal Oil and Flour Mills' factory at Hirabhai Compound, Reay Road, Bombay-10.	
	(6) Vinodkumar Hemraj Dal Mills' factory, opposite Sewree Cement Chawl No. 5, Bombay 15.	
	(7) Jokhubhai Lalji Dal Mills' factory at 51, Dockyard Road, Bombay 10.	
	(8) Jai Hind Crushing Mills' factory at 133, Wadi Bunder Road, Bombay 10.	
	(9) Kohinoor Dal Mills' factory at 10/12B, Old Anjirwadi, Mazgaon, Bombay-10.	
	(10) Prabhat Dal and Flour Mills' factory at Gun Powder Road, Mazgaon, Bombay-10.	
	(11) Ratanshi Dal Mills factory at Sewree-Khadga, Bombay-16.	
	(12) Bansiwala Flour Mills' factory at Dr. Mosses Road, Bombay 11.	
	(13) Hindustan Lever Ltd's factory at Hay Bunder Road, Bombay 33 and their godowns at 'E' shed grain depot, Bombay 33 and at Sankhli Street, Byculla, Bombay 8.	
	(14) Clean All Corporation's factory at Daku Prabhu Wadi, Ghodapdeo, Bombay 33.	
	(15) Vegetable Vitamin Food Company (Pvt.) Ltd. factory at Hay Bunder Road, Bombay-33.	
	(16) Bombay Soap Factory's factory at Ripon Road, Bombay and their godown at 'E' Shed, Sewree Grain Depot, Bombay-33.	
	(17) Dilip Dal Mills' factory at Ghodapdeo, Bombay 10.	
	(18) Home Products Pvt. Ltd's Godown at Worli, Bombay 18.	

## SCHEDULE—contd.

1	2	3
	(19) Bombay Oil Industries Pvt. Ltd.'s factory at 'P' Shed Fosbery Road, Sewree, Bombay-15	
	(20) Jai Hind Oil Mills, factory at 153, Shastri Marg, Bhandup, Bombay-78.	
	(21) Deccan Sales Corporations' factory at 183, Lake Road, Bhandup, Bombay-78.	
	(22) Wallace Flour Mills Co., Ltd's factories at Mazgaon Road, Bombay 10, and at Chikhawadi, Tardeo, Bombay-7.	
	(23) Shri Mahalaxmi Grain Crushing Mills factory at Magazine Street, Oza Market, Darukhana, Bombay 10.	
	(24) Oswal Oil Trading Co's. factory at 140, Dongri Street, Bombay 10.	
	(25) Bombay Grain Crushing Mills' factory at Kalyan Street, Danabunder, Bombay 9.	
	(26) Tata Oil Mills Co. Ltd's factory at Hay Bunder Road, Bombay-33.	
	(27) Duncan Road Flour Mill's factory at Maulana Azad Road, Bombay 4.	
	(28) Bhawanji Jivraj Flour Mill's factories at 300, Maulana Azad Road, Bombay 4.	
	(29) The Balaji and Maharani Flour Mill's factories at 300 Maulana Azad Road, Bombay 4 and at Lal Bahadur Shastri Marg, Mulund, Bombay 80.	
	(b) Areas within the premises of—	
	(30) Nagmoti Grain Crushing Mills, 2nd Lane, Mazgaon, Bombay 10.	
	(31) Prabhat Dal Mills, 2nd Lane, Mazgaon, Bombay 10.	
	(32) Bharat Dal Mills 2nd Lane, Mazgaon, Bombay 10.	
	(33) Bajrang Menshi Dal Mills, 89-A, Mazgaon, Bombay 10.	

- | 1    | 2   | 3 |
|------|---|---|
| (34) | Shanti Grain, Cereals and Cattle Food Manufacturing Mills, 118-A, Tower Estate, Mazgaon, Bombay 10. |   |
| (35) | Ambika Dal Mills, 189, Tokars Jivra Road, Sewree, Bomba 15.   |   |
| (36) | Messrs. Shivshakti Grain Crushing Mills, 125-A, Zaveri Bunder Road, Sewree, Bombay-15.              |   |
| (37) | Dediva Dal Mill, 188-A, Tower Estate, Mazgaon, Bombay 10.   |   |
| (38) | Shethia Dal and Crushing Mills, Behind D. D. Chawl No. 1, Cementary Road, Sewree, Bombay 15.        |   |
| (39) | New India Oil Mills (Pvt.) Ltd., Plot P, South Hay Bunder Road, Sewree, Bombay 15.                  |   |
| (40) | Bombay Oil Industries (Pvt.) Ltd., Bombay-Agra Road, Bhandup, Bombay 78.                            |   |
| (41) | Bombay Oil Industries, Ben-neries, Nesbit Road, Mazgaon, Bombay-10.                                 |   |
| (42) | Raja Oil Mills, Hay Bunder Road, Bombay 33.   |   |
| (43) | Swastik Oil Mills Ltd., Wadala, Bombay.   |   |
| (44) | Messrs. Shri Krishna Grain Crushing Mills, Zaveri Bunder Road, Sewree, Bombay 15.                   |   |
| (45) | Messrs. Jal Hind Oil Mills Company, Sahayra Dande Marg, Sewree, Bombay 15.                          |   |
| (46) | Messrs. Bharat Pulverising Mills (Pvt.) Ltd., Hazarim House, 28, Sayani Road, Bombay 28.            |   |
| (47) | Messrs. Shri Krishna Oil Mills, Sayani Road, Prabhadevi Road, Bombay 28.                            |   |
| (48) | Messrs. Gwalior Oil Mills, Prabhadevi Road, Prabhadevi Road, Bombay 25.                             |   |
| (49) | Messrs. Pradhan Oil Mills, Prabhadevi Mills Lane, New Prabhadevi Road, Bombay 25.                   |   |
| (50) | Messrs. Jaibharat Oil Mills, Globe Mills Street, Bombay.  |   |

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|------|---|--|
| (51) | Messrs. Sangam Oil Mills, 17D, Sitaphalwadi, Mazgaon, Bombay 10.                        |  |
| (52) | Messrs. Jayant Oil Mills, 13, Sitaphalwadi, Mazgaon, Bombay 10.                         |  |
| (53) | Messrs. Bombay Oil Products, Chapsi Bhimji Road, Mazgaon, Bombay 10.                    |  |
| (54) | Messrs. Indo Oil and Soap Co., Bhandari Lane, Byculla, Bombay 27.                       |  |
| (55) | Messrs. Saraswati Grain Crushing Mills, Love Lane, Maplawadi, Mazgaon Bombay 10.        |  |
| (56) | Messrs. Hind Dal and Flour Mill, Ghodapdeo, Bombay 10.                                  |  |
| (57) | Messrs. Madhwa Oil Mills, Madhwa Street, Darakhana, Bombay 10.                          |  |
| (58) | Messrs. Vegetable Vitamin Food Co., (Pvt.) Ltd., 109-29, 111, Bhandari, Bomba 10.       |  |
| (59) | Messrs. Shri Vishnu Spices Grinding Mills, Haji, Kasam, Mazgaon, Bombay 10.             |  |
| (60) | Messrs. Swastik Confectionery Industries, 78, Mazgaon Road, Second Galli, Bombay 10.    |  |
| (61) | Messrs. Azad Dal Mills, Mazgaon, Bombay 10.   |  |
| (62) | Messrs. Karamli Dal Mills, 89 D, Mazgaon, Second Galli, Bombay 10.                      |  |
| (63) | Messrs. Vasanji Vijpal, Maza, 100, 1 Galli, Bombay 10.                                  |  |
| (64) | Messrs. Bharat Dal Mills, 1 Galli, Bombay 10.   |  |
| (65) | Messrs. Nathu Deyra Dal Mill, Lohar Lane, Dockyard Road, Bombay 10.                     |  |
| (66) | Messrs. Shov White Flour Mills, Opp. Kalachowki Housing Board, Chawl No. 15, Bombay 10. |  |
| (67) | Messrs. Bhavnagar Oil and Chemical Industries, Ganpati Bldg. Sewree Khanda, Bombay 10.  |  |

## SCHEDULE—contd.

- | 1  | 2                   | 3 |
|--|---------------------|---|
| (68) Messrs. Narayan Dhanji Dal Mills, Sowree Khada, Bombay-15.  |                     |   |
| (69) Messrs. Talkshi Ramji Dal Mills, New Jubilee Mills, Sowree, Bombay-15.  |                     |   |
| (70) Messrs. Devji Keshuji Dal Mills, Sowree Khada, Bombay-15.   |                     |   |
| (71) Messrs. Kamani Oil Mills, Chantliwall, Saki Vihar Road, Bombay-72.  |                     |   |
| (72) Messrs. Lalbaug Oil Mills, S. S. Rao Road, Bombay-12.   |                     |   |
| (73) Messrs. Bharat Rice Mills, 235, S. S. Rao Road, Bombay-12.  |                     |   |
| (74) Messrs. Kamani Oil Mills (Near Bombay Gas Compound), Lalbaug, Bombay-12.  |                     |   |
| (75) Liberty Oil Mills, L. B. Marg, Bombay-70.   |                     |   |
| (76) Messrs. Bharat Oil Mills, Dr. S. S. Rao Road, Lalbaug, Bombay-12.   |                     |   |
| (77) Ambica Rice Mills, Dr. S. S. Rao Road, Lalbaug, Bombay-12.  |                     |   |
| (b) Areas within the premises of—  |                     |   |
| (1) Liberty Oil Mills, Kerwala Estate, L. S. Shastri marg, Ghatkopar, Bombay-86.   |                     |   |
| (2) Maharashtra Agro-Industries Development Corporation Limited, 65, Aarey Colony, Goregaon, Bombay-65.  |                     |   |
| (3) Premji Haridas Oil Mills, Salt Pan Road, Antop Hill, Wadala, Bombay-65.  |                     |   |
| (4) Navbharat Flour Mills, 304, Maulana Azad Road, Bombay-4.   |                     |   |
| (d) Thane and Kalyan Talukas of the Thane District.  | 26th December 1979. |   |
| (e) Panvel Taluka of the Raigad District.  | 26th December 1979. |   |
| (f) The whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of the Thane District and Panvel Taluka of the Raigad District. | 1st August 1983.    |   |

## SCHEDULE—contd.

- | 1   | 2   | 3                  |
|---|---|--------------------|
| 5. Railways yards and goods shed in connection with loading, unloading, stacking, carrying, weighing, measuring (filling, stitching, sorting, cleaning) of grocery articles of such other work preparatory or incidental to such operations by workers, who are not employed by Railway Authorities.  | Railways yards and goods sheds at Wadi Bunder and Carnac Bunder.  | 16th October 1973. |
| 6. Factories and Mills manufacturing colour chemicals, products including fertilizers, if such employment is in connection with loading, unloading, stacking, carrying, weighing, measuring (filling, stitching, sorting, cleaning) or such other work including work preparatory or incidental to such operations carried on by workers carried on by entry 5 in the schedule to the said Act. | Area within the premises of—<br>(1) Messrs Fertilizers Corporation of India Ltd., Chembur, Bombay-78.<br>(2) Messrs. Shah Bros. Company (Pvt.) Ltd., N. M. Joshi Marg, Bombay-11.<br>(3) Messrs. Bombay Sewree Chemicals, Sewree, Bombay-15.<br>(4) Messrs. Godrej Soap (Pvt.) Ltd., N. M. Joshi Marg, Bombay-11.<br>(5) Messrs. G. M. C. I. Corporation, Lalji Punani Building, New Church Bunder Road, Bombay-9.<br>(6) Messrs. Kompce Supply Company, Fort, Bombay-1.<br>(7) Messrs. Sewyar and Seeds Grinding Co., 1st Cross Lane, Ghodapdeo, Bombay-13.<br>(8) Messrs. Winsol Chemical Industries, Kurla-Andheri Road, Bombay-72.<br>(9) Messrs. Swastik Laboratories, Kurla-Andheri Road, Saki Naka, Bombay-72.<br>(10) Messrs. Indian Gum Industries Limited, Andheri-Kurla Road, Saki Naka, Bombay-72.<br>(11) Messrs. Copran Chemicals Pvt. Ltd., Kurla-Andheri Road, Bombay-72. | 16th October 1973. |
| (b) Area within the Premises—   |   |                    |
| (1) Ramesh Pulverisers, 'J' Block, Old Anjirwadi, Chapsi Bhumji Road, Mazgaon, Bombay-10.   |   |                    |
| (2) Shankar Pulverisers Mills, 28-F, Belveder Road, Mazgaon, Bombay-10.   |   |                    |

## SCHEDULE—contd.

1	2	3
	(3) Associated Dicheh Corporation, 28F, Belveder Road, Mazgaon, Bombay-10.	
	(4) Indequip Ltd., 28(1), Fort Road, Sewri, Bombay-15.	
	(c) Thane and Kalyan Talukas of the Thane District.	26th December 1979.
	(d) Panvel Taluka of the Raigad District.	26th December 1979.
	(e) The whole of the Thane and Raigad Districts excluding the Thane and Kalyan Talukas of Thane District and Panvel Taluka of the Raigad District.	1st August 1983.

(Notification No. UWA.1482-CR-8005/Lab-5, dated 1st July 1983, published in *Maharashtra Government Gazette*, Part I-L, dated 18th August 1983, pages Nos. 5234-5250).

(2) The following draft of a scheme further to amend the Cotton Markets unprotected workers (Regulation of Employment and Welfare) Scheme, 1972 which the Government of Maharashtra proposed to made in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, and of all other powers enabling with the Advisory Committee is published as required by sub-section (1) of section 4 for the information of all persons likely to be affected thereby and notice is given that the said draft will be taken into consideration by the Government of Maharashtra after the 31st July, 1983.

2. Any objections or suggestions which may be received by the Secretary to the Government of Maharashtra, Industries, Energy and Labour Department, Mantralaya, Bombay 400 032, from any person with respect to the said draft before the aforesaid date will be considered by Government.

## DRAFT SCHEME

1. This Scheme may be called the Cotton Markets Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1983.

2. In clause 2, in sub-clause (2) of Cotton Markets Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1972 (hereinafter referred to as "the said Scheme"), for the words "and Thane District" the words "Thane District and Panvel Taluka of Raigad District" shall be substituted.

3. For clause 3 of the said Scheme, the following shall be substituted, namely

"3. The clauses of the said Scheme shall commence in respect of such employment, in such area and from such dates as mentioned in Schedule I appended to the said Scheme."

4. In clause 14 of the said Scheme, for the words "and Thane District" the words "Thane District and Panvel Taluka of Raigad District" shall be substituted.

## Schedule I

Serial No.	Name of employment	Areas of application	Date of application of clauses 14 and 15 of the Scheme	Date of application of remaining clauses of the Scheme
1	2	3	4	5
1	Employment in cotton ginning and pressing factories, cotton waste factories and godowns thereof, in connection with loading, un-loading, stacking, carrying, weighing, measuring or such other work, including work preparatory or incidental to such operations.	Greater Bombay.	1st May 1972	1st June 1972
2	Cotton Markets and Godowns in connection with loading, un-loading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations.	Greater Bombay.	1st May 1972	1st June 1972.
3	Cotton ginning and pressing factories, cotton waste factories and godowns thereof in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations.	Greater Bombay.	1st January 1973.	1st February 1973.
4	Filling, stitching, sorting, cleaning.	Greater Bombay.	16th July 1973.	16th August 1973.
5	Any such work being work requiring handling of cotton, cotton waste, wool waste, wool tops, yarn tops, chindi, mendi, nylon and rayon waste, terry cotton, linter or gunny bags.	Greater Bombay.	16th January 1975.	16th February 1975.
6	Wool and wool waste establishments and godowns thereof.	Greater Bombay.	15th December 1979.	15th January 1980.
7	Gunny bags, natural fibres and man-made fibres (regenerated and synthetic) in the form of bales or any commercial packing.	Greater Bombay.	1st March 1981.	1st April 1981.

(Notification No. UWA/1482/CR-8099/Lab-5, dated 19th July, 1983, published in *M.G.G.*, Part I-L, dated 18th August 1983, page No. 5262-63).

## IX. MINIMUM WAGES ACT, 1948.

(a) *Notifications under the Act.*—(1) 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, has revised the minimum rates of wages as fixed in the said Notification, in respect of employees employed in the said Schedule employment with effect from the 1st July 1983, revised them consisting of—

(i) the basic rates of wages as set out in columns 3 and 4 of the First Schedule hereto, in respect of each Zone specified in the same column as the basic rate payable by the month in such Zone to the classes of employees mentioned against them in column 2 thereof;

(ii) a special allowance at a rate to be specified separately—

(a) in respect of employees specified in column 2 of the First Schedule hereby being employees employed in the said Scheduled employment for time work, the rates of wages set out in columns 3 and 4 of that Schedule for each Zone specified in that column, and

(b) in respect of such employees specified in column 2 of the Second Schedule but employed for piece-work, the rates of wages set out in columns 3 and 4 of the said Second Schedule, for each zone specified in that column of that Schedule, to be the minimum rates of wages.

2. Such minimum rates of wages shall consist of—

(a) the basic rates of wages specified in columns 3 and 4 in respect of each of the employees specified against them in column 2 of each of the said First and Second Schedules, and

(b) a special allowance, the rate of special allowance being adjusted as provided in clause 3.

3. The competent authority shall, on declaring the Consumer Price Index Numbers for working class (New Series) specified in column 4 of the Third Schedule hereto to be the cost of living index number applicable to the employees employed in the said scheduled employment in pursuance of clause (d) of section 2 of the said Act, calculate the average of the cost of living index applicable to the employees in the areas specified in column 2 of the said Third Schedule for the months from January to September, and ascertain the rise of such average in terms of points over the index numbers mentioned against them in column 5 of that 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 to the employees for each of the months from October to September immediately following the period in respect of which such average has been calculated as aforesaid, shall be at the rates shown against them in column 6 of that schedule.

4. The competent authority shall compute the cost of living allowance in accordance with the directions made in clause 3.

5. 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 October every year ;

Provided that, the competent authority shall declare the cost of living allowance payable in respect of the period from the date of fixation of the rate of minimum wages to the end of the next following September immediately after the said date with effect from which the minimum rates of wages are fixed.

## FIRST SCHEDULE

Serial No.	Class of employees employed on time rate of wages	Rates	
		Zone I Rs. per month	Zone II Rs. per month
1	2	3	4
1	Peon, Watchman, Cook/Bhandari, Mazdoor, Patiwala/ Patiwali, Shlvar,	185	170
2	Bhara, Chikal Kamgar, Helper	195	180
3	Kharwa/Kulbi	210	195
4	Khatasi	220	205
5	Khatodar, Tandel, Crush Machine Operator, Hamal, Pump Operator.	230	215

## FIRST SCHEDULE

1	2	3	4
6	Mukadam, Pedhi Mukadam, Supervisor/Clerk, Car Driver, Carpenter.	260	245
7	Truck/Lorry Driver, Patel	290	275
8	Manager	320	305
9	Adolescents employed in any of the categories of employment mentioned above.	80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.
10	Children employed in any of the category of employment mentioned in this column.	60 per cent of the rates fixed for adults in respect of the same category of employment.	60 per cent of the rates fixed for adults in respect of the same category of employment.

## SECOND SCHEDULE

Serial No.	Classes of employees employed for piece work	Rate for carrying each load of 75 Kgs. of salt	
		Zone-I	Zone-II
1	2	3	4
1.	Hamal—	Rs. P.	Rs. P.
	(a) Stacking salt bags on the Platform in the salt pans or any other places within a distance of 10 metres.	00.13	00.10
	(b) Carrying salt bags from any Platform in a salt pan to a vehicle other than Padav/Country Craft and loading the same in the vehicle.	00.25	00.23
	(c) Unloading salt bags from a vehicle other than Padav/Country Craft and stacking the salt bag on the Railway Platform or at check weighment station or any other place awaiting transport.	00.25	00.23
	(d) Unloading salt bags from any vehicle other than Padav/Country Craft and carrying and loading the same direct in a Railway wagon or any other vehicle for road transport.	00.25	00.23
	(e) Engaged in Transshipment of salt bags awaiting transportation from one point to another point.	00.25	00.23
	(f) Carrying salt bags from any point at the check weighment station and loading the same in a Railway wagon or any other vehicle for road transport.	00.25	00.23

## SCHEDULE—contd.

Serial No.	Classes of employees employed for piece work	Rate for carrying each load of 75 Kgs. of salt	
		Zone-I 3	Zone-II 4
1	2	Rs. P.	Rs. P.
1	Hamal—Contd		
	(g) Carrying salt bags from any point from salt platform and loading the same in the Padav/Country/Craft.	00.37	00.33
	(h) Unloading salt bags from a Padav/Country Craft and carrying to same and stacking at check weight station or any other place awaiting transport.	00.37	00.33
	(j) Unloading salt bags from Padav/Country Craft carrying and loading the same direct in a Railway wagon or any other vehicle.	00.37	00.33
2	Hamal Mukadam	The piece rate fixed for Hamals plus Rs. 1.88 per day.	The piece rate fixed for Hamals plus Rs. 1.88 per day.
3	Shivnar	00.08 per bag. . 00.25 for filling 100 Kgs. salt.	00.08 a per bag 00.23 for filling 100 Kgs. salt.
4	Bhare		
5	Patiwala	00.08 for carrying per Pati of 18 Kgs.	00.08 for carrying per Pati of 18 Kgs.
6	Chikhal Kamgar (A)	22.50 for digging wet mud (of area 15' x 15' x 1') which is to be carried up to 30 feet distance.	21.00 for digging wet mud (of area 15' x 15' x 1') which is to be carried up to 30 feet distance.
7	Kharwa Kamgar/Kulbi	75.00 per 3,000 Kgs. of salt.	62.00 per 3,000 Kgs. of salt.
8	Padav Rates-Tandel	2.80 for carrying 3,000 kgs. of salt.	2.65 for carrying 3,000 kgs. of salt.
9	Khalasi	2.65 for carrying 3,000 kgs. of salt.	2.50 for carrying 3,000 kgs. of salt.
10	Fatemari Rates Tandel	2.30 for carrying 3,000 kgs. of salt.	2.20 for carrying 3,000 kgs. of salt.
11	Khalasi	2.15 for carrying 3,000 kgs. of salt.	2.10 for carrying 3,000 kgs. of salt.

## SCHEDULE—

1	2	3	4
12	Adolescents employed in any of the categories of employment mentioned above.	80 per cent. of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.
13	Children employed in any of the category of employment mentioned in this column.	60 per cent of the rates fixed for adults in respect of the same category of employment.	60 per cent. of the rates fixed for adults in respect of the same category of employment.

- Notes.—(1) The rates for Hamals specified at 1(b) to (i) shall be proportionately reduced or increased if the load is less than or more than 75 kgs. as the case may, be.
- (2) The price rate at 1(a) above shall be proportionately increased with the increase in distance above 10 meters.
- (3) The wage rates for Hamals specified at (b) to (i) are applicable when the distance involved for any job is up to 90 meters and thereafter these wage rates shall be increased by 33 per cent, for every additional distance of 30 meters.
- (4) Where a Shivnar has to travel a distance of 3 miles or more on foot to reach his place of work the rate shall be increased by 3 Paise in both zones.
- (5) Where a Bhare has to travel a distance of 3 miles or more on foot to reach his place of work the rate shall be increased by 3 Paise in both zones.

## THIRD SCHEDULE

Serial No.	Zone	Consumer price Index Number for working class (New series)	Index number	Points	Rs.
1	2	3	4	5-	6
1	Areas falling in Zone I	Bombay City Index ..	224	2	2.00 p.m.
2	Zone II	Bombay City Index ..	224	2	2.00 p.m.

Explanation.—For the purposes of this Notification,—

(1) "competent authority" means competent authority appointed by Government of Maharashtra Notification, Industries and Labour Department, No. MWA. 2661/80868/ Lab-III, dated the 16th January 1965.

(2) (a) Zone I shall comprise—

- (i) the areas within the limits of Municipal Corporation of Greater Bombay;
- (ii) Thane District (including Palghar and Dahanu Talukas);
- (ii) Raigad District (excluding Pen and Panvel Talukas).

(b) Zone II shall comprise—

- (i) the areas of Pen and Panvel Talukas;
- (ii) the areas in Ratnagiri and Sindhudurg District ;
- (iii) All other areas in Maharashtra not included in Zone I.

(3) The minimum rates 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 he belongs by 26, the quotient being stepped up to the nearest Paisa.

(Notification No. MWA/5283/5337/Lab-7, dated 20th June 1983, published in *Maharashtra Government Gazette*, Part I-L, dated 18th August 1983, Page No. 5207-5211).

(2) 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, has fixed and revised the minimum rates of wages fixed in the said Notification in respect of employees employed in the said scheduled employment and with effect from the 1st July 1983, refixed and revised as set out in columns 3, 4 and 5 of the schedule hereto, in respect of each zone specified in the same columns to be the minimum rates of wages payable by the month, in such zone to the Class of employees in the said scheduled employment mentioned against them in column 2 thereof.

## SCHEDULE

Serial No.	Class of employee	Zone I Rupee per month	Zone II Rupee per month	Zone III Rupee per month
1	2	3	4	5
		Rs.	Rs.	Rs.
1	Cutter 1—			
1A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	620	560	530
2	Cutter-2—			
2A*	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	460	400	370
3	Dharwala 1—			
3A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	460	400	370
4	Dharwala 2—			
4A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	380	320	290
5	Helper 1—			
5A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	360	300	270
6	Helper 2—			
6A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	340	280	250
7	Badhcoolie—			
7A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	330	270	240

## SCHEDULE—contd.

1	2	3	4	5
8	Coolie—			
8A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	310	250	220
9	Truck Driver—			
9A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	440	380	350
10	Car Driver—			
10A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	360	300	270
11	Munimji/Diwanji/Manager—			
11A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	440	380	350
12	Clerk/Mapari/Accountant/Napanewalla—			
12A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	380	320	290
13	Office Boy/Peon/Watchman/Mali—			
13A	All other employees by whatever name called doing the work of the nature done by the foregoing type of employees.	310	250	220

*Explanation.* For the purpose of this notification—

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

(b) Zone II shall comprise of the areas within the limits of the Municipal Corporations, Municipal Councils as the case may be of the cities of Pune, Kolhapur, Solapur, Nagpur, Thane, Kalyan, Ulhasnagar, Pimpri and Chinchwad Municipal areas and villages Kanhan, Sihora, Astrapur and Pimpri and Ramtek Tahsil of Nagpur, District and areas within the Pune, Kirkee and Kamptee Cantonments ;

(c) Zone III shall comprise all areas in the Maharashtra State and falling under Zone I and Zone II ;

(d) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rates and the cost of living allowance and the cash value of concessions, if any ;

(e) The minimum rate of daily wages payable to any employees employed in any category in daily wages 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 ;

(f) The minimum rates of wages in respect of an apprentices shall be at the following percentage of the wages fixed for the category of employees to which he is appointed below against each category of employees

Category of employees	Wage during first year
All categories of employees except Badhcoolie, Coolie, Truck Driver, Car Driver, Office Boy, Peon, Watchmen and Mali.	75 per cent of the rates fixed for adults in respect of the same category of employment.

(Notification No. MWA 6482/5183/Lab-7, dated 22nd June 1983, published in MGG-Part -I-L, dated 19th August 1983, page No. 5214-5216).

(3) 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 advise of the said committee has revised the minimum rates of wages fixed in the said notification in respect of employees employed in the said scheduled employment and with effect from the 1st July 1983, revised as set out in columns 3, 4, and 5 of the Schedule hereto in respect of each zone specified in the same column, to be the minimum rates of wages payable by the month, in such zone to the class of employees in the said scheduled employment mentioned, against them in column 2 thereof.

## SCHEDULE

Serial No	Class of employees	Zone I	Zone II	Zone III	6
		Rupees per month	Rupees per month	Rupees per month	
1		3	4	5	
		Rs.	Rs.	Rs.	Rs.
1	Peon, Hamal, Sepoy or any other employees by whatsoever name called and doing the same or similar or unskilled work.	375	260	230	200
2	Clerk, whether known as Court Clerk, Board Clerk, Assistant Cashier, Junior Stenographer, Typist Clerk, Typist, Despatch Clerk, General Clerk, Ledger writer, Library Clerk, Librarian (without diploma) or any other employees by whatsoever name called and doing the same or similar work or semiskilled work.	425	360	330	275
3	Telephone Operator, Telephone Operator-cum-Receptionist, Receptionist or any other employee by whatsoever name called doing same or similar work.	425	360	330	275
4	Cashier, Accountant Recovery Clerk, Bill Clerk, Managing Clerk, or any other employee by whatsoever name called and doing the same or similar work.	530	490	450	375

## SCHEDULE

1	2	3	4	5	6
5	Stenographer, Record Keeper, Librarian (with diploma) or any other employees by whatsoever name called and doing the same or similar work.	530	490	450	375
6	Driver	450	360	330	275
7	Part-time clerk i.e. Clerk, Court Clerk, Board Clerk or any other employee by whatsoever name called and doing the same or similar work and who is at the disposal of his employer for not more than 5 hours and actually working for more than 2 hours but not exceeding 4 hours per day during that period.	275	180	150	125
8	Apprentices	Eight percent of the rates fixed for the category of employees to which he belongs.	Eight percent of the rates fixed for the category of employees to which he belongs.	Eight percent of the rates fixed for the category of employees to which the belongs.	

*Explanation.*—For the purpose of this notification.—(1) "Apprentice" means an employee who is appointed to any of the following posts without having any experience for that post before such appointment and who is in employment for a period not exceeding six months :—

(1) Clerk, whether known as Clerk, Court-Clerk, Board Clerk, Library-Clerk or Typist-Clerk.

(2) Steno-Typist.

(3) Junior Stenographer.

(4) Stenographer.

(5) Typist.

(6) Librarian (without Diploma).

(7) Librarian (with Diploma).

(2) "Part-time employee" means an employees who is at the disposal of his employer for not more than five hours and who actually work for more than two hours but not more than four hours per day ;

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

(4) Zone IIA shall comprise of all the areas within the limits of Municipal Corporations of Pune, Nagpur, Solapur, Kolhapur, Thane, Nashik, Aurangabad, Amravati, Pimpri, Chinchwad Kalyan, Ulhasnagar and New Bombay.

(5) Zone IIB shall comprise of all other District places.

(6) Zone III shall comprise of all the areas of the State of Maharashtra not falling under Zone I and Zone II-A and Zone II-B.

(7) The minimum rate payable to any employees 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 he belongs by twenty-six, the quotient being stepped upto the nearest paisa.

(8) The minimum rate shall consist of basic rate as set out in the Schedule and a special allowance to be adjusted as such interval and in the manner as in the Appendix hereto.

## APPENDIX

The Consumer Price Index Numbers for Working Class (Old Series) for Bombay City shall be 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 1st day of January and 1st day of July calculate the average of index numbers applicable to the employee for those six months and as certain the rise of the said average over 2264. For such rise of every 5 points the special allowance (hereinafter referred to as 'the cost of living allowance') payable (in addition to the basic rate of wage) due to employees for each of the six month immediately following the six months in respect of which such average has been calculated as aforesaid in Zone I, IIA, IIB and III, shall be Rupee one per month.

2. The competent authority shall declare the cost of the 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 to 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.

(Notification No. MWA 5283/5431/Lab-7, dated 23rd June 1983, published in *M.G.G.* Part I-L, dated 18th August 1983, Pages 5217 - 5219).

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 said Committee, has fixed or revised the minimum rates of wages in respect of employees employed in the said scheduled employment, and with effect from the 1st July 1983, fixed or revised as set out in column 2 and 3 of the schedule hereto in respect of each zone specified in the same column to be the minimum rates of wages, payable by the month, in such zone to the class of employees in the said schedule employment mentioned against them in column 2 thereof.

## SCHEDULE

Basic rate per month as specified in this column and a special allowance at a rate to be adjusted at such intervals and in such manner as directed in the Appendix to this Notification.

Class of employees	Zone I 2	Zone II 3	
		Rs. per month	Rs. per month
1. Very highly skilled adult employee (not being apprentices) employed in studios as—	A. Very highly skilled adult employees (not being apprentices) employed in the cine laboratories as—	812.00	580.00
(1) Manager/Factory Manager	(1) Manager/Factory Manager		
(2) Sound Recordist	(2) Chief Technicians.		
(3) Cameraman	(3) Laboratory-in-charge or		
(4) Art Director	(4) Chief Maintenance Engineer/Maintenance Engineer.		

## SCHEDULE—contd.

Class of employees 1	Zone I 2	Zone II 3	
		per month	per month
(5) Editor	(5) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		
(6) Employees by whatever name called but doing work of the nature done by the persons falling under this category.			
2. Highly skilled adult employees (not being apprentices) employed in studios as—	B. Highly skilled adult employees (not being apprentices) employed in cine laboratories as—	612.00	460.00
(1) Accountant	(1) Accountant.		
(2) Setting Master (Mistry)/Set designer/Set erector.	(2) Shift Supervisor.		
(3) First Assistant Cameraman/Operative Cameraman.	(3) Light suggester/Timer-cum-checker.		
(4) Background painter; or	(4) Optical Printer		
(5) Chief Make-up artist	(5) Assistant Maintenance Engineer; or		
(6) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	(6) Chemist/Chemical Analyser Chemical-in-charge.		
	(7) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		
3. Skilled ('A') adult employees (not being apprentices) employed in studios as—	C. Skilled ('A') adult employees (not being apprentices) employed in cine laboratories as—		
(1) Assistant Manager	(1) Assistant Manager	562.00	430.00
(2) Assistant Sound Recordist	(2) Developer		
(3) Moulder	(3) Printer.		
(4) Generator Operator	(4) Electrician		
(5) Electrician	(5) Projectionist		
(6) Projectionist	(6) Air-conditioning Operator.		
(7) Carpenter; or	(7) Mechanic/silver extractor or		
(8) Make-up artist	(8) Negative film examiner or sorter.		
(9) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	(9) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		

## SCHEDULE—contd.

Class of employees 1	Zone I 2	Zone II 3
4 Skilled ('B') adult employees (not being apprentices) employed in studios as—	D. Skilled ('B') adult employees (not being apprentices) employed in cine laboratories as—	
(1) Assistant Accountant ..	(1) Assistant Accountant ..	311.00 415.00
(2) Cashier ..	(2) Cashier ..	
(3) Stenographer ..	(3) Stenographer ..	
(4) Storekeeper ..	(4) Storekeeper ..	
(5) Set Painter ..	(5) Negative Cleaner ..	
(6) Propertyman, or	(6) Checker ..	
(7) Dressman ..	(7) Assistant Optical Printer ..	
(8) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	(8) Plumber ..	
	(9) Assistant Developer ..	
	(10) Assistant Light Suggestor ..	
	(11) Knotcher, or	
	(12) Sound Printer (exclusive) ..	
	(13) Band Maker ..	
	(14) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	
5 Semi-skilled Adult employees (not being apprentices) employed in studios as—	E. Semi-skilled ('A') adult employees (not being apprentices) employed in cine laboratories as—	
(1) Typist ..	(1) Typist ..	487.00 385.00
(2) Clerk ..	(2) Clerk ..	
(3) Telephone Operator ..	(3) Telephone Operator ..	
(4) Driver ..	(4) Driver ..	
(5) Assistant Storekeeper ..	(5) Assistant Storekeeper ..	
(6) Second Assistant Camera man/camera Attendant ..	(6) Mixer ..	
(7) Boatman ..	(7) Assistant Mechanic ..	
(8) Assistant Carpenter ..	(8) Assistant Electrician ..	
(9) Typist ..	(9) Cabin-man ; or	
(10) Assistant Electrician ..	(10) Carpenter ..	
(11) Mason ; or	(11) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	
(12) Make-up Assistant.		
(13) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		

## SCHEDULE—contd.

Class of employees 1	Zone I 2	Zone II 3
6 Semi-skilled ('B') adult employees (not being apprentices) employed in studios as—	F. Semi-skilled ('B') adult employees (not being apprentices) employed in cine laboratories as—	
(1) Watchman ..	(1) Watchman ; or ..	452.50 365.00
(2) Trolleyman ..	(2) Writer (exclusive) ..	
(3) Setlingman ..	(3) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	
(4) Assistant Moulder ..		
(5) Assistant Painter ..		
(6) Lightman ; or		
(7) Assistant Dressman ..		
(8) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		
7. Un-skilled adult employees (not being apprentices) employed in studios as—	G. Un-skilled adult employees (not being apprentices) employed in cine laboratories as—	
(1) Cleaner ..	(1) Cleaner ..	412.00 340.00
(2) Liftman ..	(2) Liftman ..	
(3) Peon ..	(3) Peon ..	
(4) Mazdoor ..	(4) Mazdoor ..	
(5) Sweeper ..	(5) Sweeper ; or	
(6) Gardener ..	(6) Gardener ..	
(7) Floor Assistant ; or	(7) Employees by whatever name called but doing work of the nature done by the persons falling under this category.	
(8) Assistant Propertyman ..		
(9) Employees by whatever name called but doing work of the nature done by the persons falling under this category.		
8. Employees below the age of 18 years (not being apprentices) employed in any of the categories of employment referred to in entries A to G (both inclusive) in this column].	H. Employees below the age of 18 years (not being apprentices) employed in any of the categories of employment referred to in entries A to G (both inclusive) in this column].	80 per cent of the rates fixed for adult in respect of the same category of employment.
		80 per cent of the rates fixed for adults in respect of the same category of employment.

## SCHEDULE—contd.

Class of employees 1	Zone I		Zone II	
	2		3	
	Rs.		Rs.	
9. Apprentices employed in any of the categories of employment referred to in entry B in this column.	Apprentices employed in any of the categories of employment referred to in entry B in this column.	(i) During the first year, 60 per cent. of the rates fixed for adults in respect of the same category of employment.  (ii) During the second year 70 per cent. of the rates fixed for adults in respect of the same category of employment  (iii) During the third year, 80 per cent. of the rates fixed for adults in respect of the same category of employment	(i) During the first year 60 per cent of the rates fixed for adults in respect of the same category of employment.  (ii) During the second year 70 per cent. of the rates fixed for adults in respect of the same category of the employment.  (iii) During the third year, 80 per cent. of the rates fixed for adults in respect of the same category of employment.	
10. Apprentices employed in any of the categories referred to in entries C and D in this column.	Apprentices employed in any of the categories referred to in entries C and D in this column.	(i) During the first year, 60 per cent of the rates fixed for adults in respect of the same category of employment.  (ii) During the second year, 75 per cent. of the rates fixed for adults in respect of the same category of employment.	(i) During the first year 60 percent of the rates fixed for adults in respect of the same category of employment.  (ii) During the second year 75 per cent of the rates fixed for adults in respect of the same category of employment.	
11. Apprentices employed in any of the categories referred to in entries E and F in this column.	Apprentices employed in any of the categories referred to in entries E and F in this column.	During the first year, 60 per cent. of the rates fixed for adults in respect of the same category of employment.	During the first year, 60 per cent. of the rates fixed for adults in respect of the same category of employment.	

*Explanation.*—For the purpose of this notification,—

(i) Zone I shall comprise the area within the limits of the Municipal Corporation of Greater Bombay :

(ii) Zone II shall comprise the area within the Municipal limits in the Kolhapur Municipal Corporation and the remaining area of the State not included in Zone I.

(iii) In the case of an employee employed in daily-wages, the minimum rate of daily wages 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 paise.

## APPENDIX

The consumer price index numbers for working class (new series) for Bombay City shall be the cost of living index number applicable to the employees in Zone I, and the consumer price index numbers for working class (new series) for Solapur shall be the cost of living index number applicable to the employees in Zone II. The competent authority appointed by the Government of Maharashtra shall, after the expiry of every six months commencing on the 1st day of January and 1st day of July, calculate the average of the cost of living index numbers applicable to the employees in Zone I and Zone II for those six months and ascertain the rise of such average over 410. For such rise of every five points, the special allowance (hereinafter referred to as the "cost of living allowance") payable (in addition to the basic rate of wages) to the employees in Zone I and Zone II employed in the Cine Studios and Cine Laboratories (being a branch of work forming part of the Scheduled employment in Film Production Industry), for each of the six months immediately following the six months in respect of which such average has been calculated as aforesaid shall be Rs. 6 per month for Zone I and Rs. 5 per month for Zone II.

2. The competent authority shall then compute the cost of living allowance in accordance with the direction made under the preceding paragraph.

3. 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 July when such allowance is payable for each of the months of 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 fixation of the rate of minimum wages to the end of June or December as the case may be immediately after the said date with effect from which the minimum rates of wages are fixed.

(Notification No. MWA/5283/5376/Lab-7 dated 23rd June 1983 published in *M.G.G.* Part-I-L, dated 18th August 1983, page 5220-5225)

5. In exercise of the powers conferred by the proviso to clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 and clause (iii) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra, after considering all representations received in this respect, fixed for the first time, the minimum rates of wages, with effect from the 1st day of July 1983, which shall consist of an all inclusive rates allowing for the basic rate, the cost of living allowance and the cash value of conclusions, as set out in column 3 of the schedule hereto, in respect of the classes of employees, specified against them in column 2 thereof employed in the said scheduled employments.

## Schedule

Serial No.	Class of Employees	Rate of minimum wages
1	2	3
1	Unskilled Workers	Rs. 6 per day.
2	Mukadam	Rs. 12 per day.
3	Children above 14 years and below 18 years of age.	60 per cent. of the total emoluments fixed for adults.
4	Part time unskilled workers upto and inclusive of 4 hours per day.	50 per cent. of the total emoluments fixed for full time unskilled workers.

(Notification No. MWA 5281/4114/Lab-7, dated 30th June 1983, published in *M.G.G.* Part I-L dated 18th August 1983, page Nos. 5225 and 5226).

(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, hereby refixed or revised the minimum rates of wages fixed in the said notification in respect of employees employed in the said scheduled commencement and with the effect from the 1st July 1983, revised and refixed them as set out in columns 3, 4 and 5 of the schedule I and II hereto in respect of each Zone specified in the same columns to be the minimum rates of wages payable by the month in such zones to the class of employees in the said scheduled employment mentioned against them in column 2 thereof.

## SCHEDULE I

(For other than Automatic Factories)

Serial No.	Class of Employees	Zone I Rupees per month	Zone II Rupees per month	Zone III Rupees per month
1	2	3	4	5
<i>Highly Skilled</i>				
1	Electric Shade Mouth Blower	473.20	378.56	342.23
2	Mould Design Engraver	..	..	..
3	Glass Tiles Machine Operator	..	..	..
4	Automatic Machine Incharge (Supervisor)	..	..	..
5	Draftsman (Qualified)	..	..	..
6	Supervisor (Technical-Qualified)	..	..	..
<i>Skilled 'A'</i>				
1	Mouth Blower (All articles)	364.00	291.20	263.25
2	Furnace Mason	..	..	..
3	Pattern Maker	..	..	..
4	Turner	..	..	..
5	Fitter Machanic	..	..	..
6	Mould Engraver	..	..	..
7	Employees by whatever name called doing skilled 'A' work of the nature done by persons falling under the above entries.	..	..	..
<i>Skilled 'B'</i>				
1	Mouth Blower	345.80	273.00	243.75
2	Heavy Press Operator	..	..	..
3	Cut Glass Decorator	..	..	..
4	Glass Painter (Hand)	..	..	..
5	Machinist	..	..	..
6	Mould Maker/Fitter	..	..	..
7	Grinding Machine Operator	..	..	..
8	Shaper and Plainer	..	..	..
9	Electric Wireman (Qualified)	..	..	..
10	Gather Machine Operator, Cutter	..	..	..
11	Welder	..	..	..
12	Mason other than a Furnace Mason	..	..	..
13	Employees by whatever name called doing skilled 'B' work of the nature done by persons falling under the above entries.	..	..	..

## SCHEDULE— contd.

1	2	3	4	5	
<i>Skilled 'C'</i>					
1	Bangle Decorator	..	327.60	258.44	214.50
2	Light Press Operator	..	..	..	..
3	Quality Inspector	..	..	..	..
4	Compressor Mechanic	..	..	..	..
5	Motor Vehicle Driver	..	..	..	..
6	Engine Driver	..	..	..	..
7	Blacksmith	..	..	..	..
8	Electric Wireman (non-qualified)	..	..	..	..
9	Carpenter	..	..	..	..
10	Employees by whatever name called doing skilled 'C' work of the nature done by persons falling under the above entries.	..	..	..	..
<i>Semi-skilled 'A'</i>					
1	Mixer Drum Attendant	..	302.12	240.24	195.00
2	Oil Burner Attendant/Annealing Lehr Attendant/ Furnace Attendant.	..	..	..	..
3	Airman	..	..	..	..
4	Bubble Maker.	..	..	..	..
5	Bangle Joiner.	..	..	..	..
6	Furnace Feeder/Batch Charger.	..	..	..	..
7	Drilling machine Operator.	..	..	..	..
8	Glass Edge Melter/Fire Polisher.	..	..	..	..
9	Goal Fireman.	..	..	..	..
10	Glass Printer.	..	..	..	..
11	Rolshwalla.	..	..	..	..
12	Press Liverman.	..	..	..	..
13	Machine made Article Sorter.	..	..	..	..
14	Compressor Attendant.	..	..	..	..
15	Petrol Gas Attendant.	..	..	..	..
16	Glass Polisher.	..	..	..	..
17	Employees by whatever name called doing semi-skilled 'A' work of the nature done by persons falling under the above entries.	..	..	..	..
<i>Semi-skilled 'B'</i>					
1	Glass Edge Grinder	..	287.56	229.32	179.40
2	Glass Forester.	..	..	..	..
3	Liverman.	..	..	..	..
4	Wheel/Wire Cutter.	..	..	..	..
5	Packer.	..	..	..	..
6	Blown Article Sorter.	..	..	..	..
7	Workshop Attendant	..	..	..	..
8	Oilman.	..	..	..	..
9	Canteen Vendor.	..	..	..	..
10	Employees by whatever name called doing semi-skilled 'B' work of the nature done by persons falling under the above entries.	..	..	..	..

## SCHEDULE—contd.

1	2	3	4	5
	<i>Unskilled</i>	273.00	218.40	176.80
1	Furnace			
2	Helper in Batch House			
3	Coal and Ash Carrier in Furnace Section			
4	Annealing Lahr Section Worker			
5	Workshop Mazdoor			
6	Chamber Loader and Unloader			
7	Mould Holder			
8	Watchman			
9	Peon			
10	Store Attendant			
11	Helper in Furnace Section than Coal and Ash Carrier			
12	Helper in Finishing Section			
13	Helper in Packing Section			
14	Label Paster			
15	Mazdoor General			
16	Wrapper			
17	Stitcher			
18	Sweeper			
19	Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.			

*Clerical and Supervisory (Factory Operation)*

1	Supervisor (Non-Technical)	364.00	343.00	322.50
2	Store-Keeper	350.00	322.00	277.50
3	Time-Keeper	336.00	315.00	255.00
4	Clerk	322.00	308.00	240.00
5	Reporter	280.00	266.00	195.00

## SCHEDULE II

(For Automatic Factories)

Serial No.	Class of Employees	Zone I	Zone II	Zone III
		Rupees per month	Rupees per month	Rupees per month
1	2	3	4	5
	<i>Highly Skilled</i>			
1	Electric Shade mouth Blower	527.80	422.24	381.69
2	Mould Design Engraver			
3	Glass Tiles Machiner Operator			
4	Automatic Machine Incharge			
5	Draftsman (Qualified)			
6	Supervisor (Technical-Qualified)			

1	2	3	4	5
	<i>Skilled 'A'</i>			
1	Mouth Blower (All Articles)	416.00	332.80	307.11
2	Furnace Mason			
3	Pattern Maker			
4	Turner			
5	Fitter/Mechanic			
6	Mould Engraver			
7	Employees by whatever name called done skilled 'A' work of the nature done by persons falling under the above entries.			
	<i>Skilled 'B'</i>			
1	Mouth Blower	395.20	312.00	284.36
2	Heavy Press Operator			
3	Cut Glass Decorator			
4	Glass Painter (Hand)			
5	Machinist			
6	Mould Maker/Fitter			
7	Grinding Machine Operator			
8	Shaper and Planer			
9	Electric Wireman (Qualified)			
10	Gather/Machine Operator/Cutter			
11	Welder			
12	Mason other than Furnace Mason			
13	Employees by whatever name called doing skilled 'B' work of the nature done by persons falling under the above entries.			
	<i>Skilled 'C'</i>			
1	Bangle Decorator	374.04	295.36	250.25
2	Light Press Operator			
3	Quality Inspector			
4	Compressor Mechanic			
5	Motor Vehicle Driver			
6	Engine Driver			
7	Blacksmith			
8	Electric Wireman (non qualified)			
9	Carpenter			
10	Employees by whatever name called doing skilled 'C' work of the nature done by persons falling under the above entries.			
	<i>Semi-skilled 'A'</i>			
1	Major Drum Attendant	345.28	274.56	227.50
2	Oil Burner Attendant/Annealing Lahr Attendant/Furnace Attendant			
3	Airman			
4	Bubble Maker			
5	Bangle Joiner			
6	Furnace Feeder/Batch Charger			
7	Drilling Machine Operator			
8	Glass Edge Melter/Fire Polisher			
9	Coal Fireman			

## SCHEDULE—

1	2	3	4	5
10	Glass Printer ..	..	..	..
11	Rolshwalla ..	..	..	..
12	Press Liverman ..	..	..	..
13	Machine made Article Sorter ..	..	..	..
14	Compressor Attendant ..	..	..	..
15	Petrol Gas Attendant ..	..	..	..
16	Glass Polisher ..	..	..	..
17	Employees by whatever name called doing semi-skilled 'A' work of the nature done by persons falling under the above entries.	..	..	..
<i>Semi-skilled 'B'</i>				
1	Glass Edge Grinder ..	328.64	262.08	209.30
2	Glass Froster ..	..	..	..
3	Liverman ..	..	..	..
4	Wheel Wire Cutter ..	..	..	..
5	Packer ..	..	..	..
6	Blown Article Sorter ..	..	..	..
7	Workshop Attendant ..	..	..	..
8	Oilman ..	..	..	..
9	Canteen Vendor ..	..	..	..
10	Employees by whatever name called doing semi-skilled 'B' work of the nature done by persons falling under the above entries.	..	..	..
<i>Unskilled</i>				
1	Carrier ..	312.00	249.60	266.95
2	Helper in Batch House ..	..	..	..
3	Coal and Ash Carrier in Furnace Section ..	..	..	..
4	Annealing Lehr Section Worker ..	..	..	..
5	Workshop Mazdoor ..	..	..	..
6	Chamber Loader and Unloader ..	..	..	..
7	Mould Holder ..	..	..	..
8	Watchman ..	..	..	..
9	Peon ..	..	..	..
10	Store Attendant ..	..	..	..
11	Helper in Furnace Section other than Coal and Ash Carrier ..	..	..	..
12	Helper in Finishing Section ..	..	..	..
13	Helper in Packing Section ..	..	..	..
14	Label Paster ..	..	..	..
15	Mazdoor General ..	..	..	..
16	Wrapper ..	..	..	..
17	Stitcher ..	..	..	..
18	Sweeper ..	..	..	..
19	Employees by whatever name called doing unskilled work of the nature done by persons falling under the above entries.	..	..	..
<i>Clerical and Supervisory (Factory Operation)</i>				
1	Supervisor (Non-Technical) ..	416.00	392.00	376.25
2	Store-keeper ..	400.00	368.00	323.75
3	Time-keeper ..	384.00	360.00	297.50
4	Clerk ..	368.00	352.00	280.00
5	Reporter ..	320.00	304.00	227.50

## SCHEDULE— contd.

1	2	3	4	5
<i>Applicable to all Factories—</i>				
Employees below the Age of 18 years employed in any of the category of employment mentioned above in the column of both Schedule I and Schedule II.		75 per cent of the rates fixed for adults in respect of the same category of employ- ment.	75 per cent of the rates fixed for adults in respect of the same category of employ- ment.	75 per cent of the rates fixed for adults in respect of the same category of employ- ment.

*Explanation.*— For the purpose of this notification;

1. (a) *Zone I.*— Shall comprise of the area within the limits of the Municipal Corporation of Greater Bombay and those within the Municipal limits of Thane Municipal Corporation, Thane Revenue District and Talaja Panvel and Thane-Belapur area and also area falling within site designated as New Bombay (Thane-Belapur area Talaja-Panvel and New Bombay area has been included in Zone I because of industrial complex any their proximity with Bombay).

(b) *Zone II.*— shall comprise of the area within the Corporation, Municipal or the cantonment limits and Maharashtra Industrial Development Corporation areas as the case may be, of the following namely Pune, Solapur, Kolhapur, Malegaon, Nashik, Ulhasnagar, Ambernath, Pimpri, Pune Cantonment, Kirkee Cantonment, Chinchwad, Nagpur, Akola, Amravati (Taloja and Panvel areas are industrially developing areas and being in proximity with Thane-Belapur areas and New Bombay, they are included in Zone I).

(c) *Zone III.*— shall comprise of the areas of the State not included in Zone I and Zone II, of the above.

2. The minimum rates of wages shall consist of all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concession, if any.

3. In the case of an employee employed on daily wages, the minimum rates of daily wages payable to him 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 paise.

(Notification No. MWA/4083/5371/Lab-7, dated 27th June 1983, published in M. G. G. Part I-L, dated 18th August 1983, Page 5227-5233).

(7) 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, with effect from the 16th July 1983, fixed or revised or both,

as the case may be, the minimum rates of wages fixed by the said Notification, in respect of the employees employed in the said scheduled employment consisting of—

- (a) the basic rates of wages inclusive of cash value of concessions, if any, set out in column 3 of the first schedule hereto in respect of each Zone specified in the same column for the employees mentioned against them in column 2 thereof, employed in the said scheduled employment in such Zone; and
- (b) a special allowance at the rate to be adjusted as provided in clause (2).

2. The competent authority shall, on declaring the Consumer Price Index Number for Working Class (New Series) specified in column 3 of the Second Schedule hereto to be the cost of living index number applicable to the employees employed in the said scheduled employment in pursuance of clause (d) of section 2 of the said Act, calculate the average of the cost of living index applicable to the employees in the areas specified in column 2 of the said Second Schedule for every six months commencing on the first day of January and first day of July and ascertain the rise of such average in terms of points over the index number mentioned against them in column 4 of the Second Schedule. For every such rise in the number of points specified in column 5 of the said Second Schedule, the special allowance thereunder referred to as "the cost of living allowance" payable to the employees for each of the six months immediately following the period in respect of which such average has been ascertained as aforesaid shall be at the rate shown against them in column 5 of the said Second Schedule.

3. The competent authority shall compute the cost of living allowance in accordance with the directions made in clause 2.

4. The cost of living allowance computed as aforesaid shall be declared by the competent authority by notification in the Official Gazette in the month of January, when such allowance is payable for each of the months of January to June and in the month of July when such allowance is payable for each of the months of July to December:

Provided that the competent authority shall declare the cost of living allowance payable in respect of the period from the date of fixation or revision of the minimum rates of wages up to the end of December, 1983 immediately after the said date with effect from which the minimum rates of wages are fixed or revised, as the case may be.

FIRST SCHEDULE

Serial No.	Class of employee	Rates per month				
		Zone I	Zone II	Zone III	Zone IV	Zone V
I	(A) Adults (Not being adolescents)					
1	Skilled	Rs. 468.00	Rs. 417.00	Rs. 407.00	Rs. 380.00	Rs. 360.00
1.	Cook or Head Cook	..	..	..	..	..
2.	Achhari	..	..	..	..	..
3.	Moharaj	..	..	..	..	..
4.	Ranaja	..	..	..	..	..
5.	Urfad	..	..	..	..	..
6.	Raywachi	..	..	..	..	..
7.	Khansama	..	..	..	..	..
8.	Manager	..	..	..	..	..
9.	Accountant	..	..	..	..	..
10.	Swiss meat maker or farsan maker (Mullwalla)	..	..	..	..	..
11.	Clerk	..	..	..	..	..
12.	Telephone Operator	..	..	..	..	..
13.	Electrician	..	..	..	..	..
14.	Tailor	..	..	..	..	..
15.	Carpenter	..	..	..	..	..
16.	Head Puntryman	..	..	..	..	..
17.	Classener who is doing the work of planning	..	..	..	..	..
18.	Receptionist qualified such as holding 8, 9, 5 Certificate or other equivalent examination certificate)	..	..	..	..	..
19.	House-keeper	..	..	..	..	..
20.	Head Washer	..	..	..	..	..
21.	Butler	..	..	..	..	..
22.	Supervisor	..	..	..	..	..
23.	Steward	..	..	..	..	..
24.	Cashier	..	..	..	..	..
25.	Head Baker	..	..	..	..	..

FIRST SCHEDULE—contd.

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Serial No.	Class of employees	Rates per month				
		Zone I	Zone II	Zone III	Zone IV	Zone V
1	2	3				
I	Skilled—contd.					
	26. Mistry					
	27. Barman					
	28. Store-keeper, who keeps accounts.					
	29. Employees by whatever names called doing work of the nature done by persons falling under the foregoing entries.					
II	Semi-skilled	419.00	392.00	365.00	343.00	335.00
	1. Assistant Manager					
	2. Assistant Malwala					
	3. Samosawalla					
	4. General Workers (Reliever or one who attends to two or more duties of semi-skilled categories).					
	5. Rotiwalla					
	6. Chapatiwalla					
	7. Puriwalla					
	8. Dosawalla					
	9. Tandur Rotiwalla					
	10. Bhajiwalla					
	11. Ice-creamwalla (Ice-cream Preparer, one who takes out ice-cream and aerated water).					
	12. Pantryman (who prepares sandwiches, toasts, falooda, omlettes, etc.					
	13. Mandniwalla-cum-Coffee/Tea-maker					
	14. Liftman					
	15. Handiwalla (Assistant Cook)					
	16. Assistant Cook.					
	17. Wireman					
	18. Billards Marker					
	19. Standwalla (Tea Maker)					
	20. Marketman					
	21. Fountain Barman					
	22. Boilerman					
	23. Pumpman					
	24. Gas-filler					
	25. Fountainman (who prepares syrups, ice-cream, fruit-salad, etc.)					
	26. Falooda Maker					
	27. Syrup Maker					
	28. Lasseewalla-cum-Salesman					
	29. Waiter-cum-Tablewalla					
	30. Vendor (who keeps accounts)					
	31. Orderwalla (shouting bills or writing bills).					
	32. Kabab-Seekwalla					
	33. Bhelpuriwalla					
	34. Floor-water					
	35. Grinder					
	36. Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.					
III	Unskilled	400.00	374.00	348.00	328.00	320.00
	1. Gage-Boy					
	2. Game-Boy					
	3. Bell-Boy					
	4. Page-Boy.					
	5. Room-Boy					
	6. Tea-Boy					
	7. Glass-Boy					
	8. Dish - Boy					
	9. Water-Boy					
	10. Order-Boy					
	11. Pantry-Helper					
	12. Kitchen-Boy					
	13. Office-Boy.					
	14. Message-Boy.					
	15. Soda-Fountain-Boy.					
	16. Cleaner.					
	17. Sweeper.					

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FIRST SCHEDULE— contd.

1	2	3
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III Unskilled contd.

18. Hamal.
19. Janadar.
20. Coolie.
21. Mazdoor.
22. Gadi.
23. Chokra.
24. Boy.
25. Platewala-Panikachemberwala.
26. Paniwala.
27. Cupwala.
28. Dishwala.
29. Bhandiwala.
30. Moriwala.
31. Kholiwala (Room-Boy not doing the work of waiter).
32. Mandaniwala (one who fills the dishes).
33. Lassiwala.
34. Orderwala.
35. Chatniwalla.
36. Phatakwalla.
37. Vadpi (Server).
38. Waterman.
39. Laundryman.
40. Lemonman.
41. Billiard Boy.
42. Grain-cleaner (male or female)
43. Miscellaneous workers, that is to say, workers doing all or some of the jobs of an unskilled nature.

(c) Zone III shall comprise of the areas within the limits of all the Municipal Corporations, either presently existing excluding these covered in Zone I and II above, or to be formed in future; and the areas within the limits of Municipal Councils, the cantonments, as the case may be, of Solapur, Kolhapur, Ahmadnagar, Malegaon, Nasik, Nasik Road, Deolali, Deolali Cantonment, Ulhasnagar, Akola, Amravati, Dhule, Aurangabad Cantonment and Kalyan ;

(d) Zone-IV shall comprise of the areas within the limits of all Municipal Councils or Cantonments, as the case may be, not covered by Zone-II and III ;

(e) Zone-V shall comprise of the areas within the limits of all village gram panchayats where the Bombay Shops and Establishments Act, 1948 applies and all hotels, restaurants or eating houses situated on (or housed in premises on) National Highways and/or State Highways ;

(f) In the case of an employees 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 class of employees to which he belongs by the number of days in the month ;

(g) the expression " employee " shall not include a part-time employee, that is to say, employee who works in more than one residential hotel, restaurant, or eating houses, and whose daily hours of work do not exceed five and such hours of work are not split into more than two periods of work ;

(h) 35 per cent of fixed or revised basic minimum rates of wages of an unskilled employee in each Zone shall be the cash value of wages to be cut by the employer.

*Zonewise distribution of 35 per cent of basic rates of wages*

Zone-I :

	Rs.	
One meal	46.50 × 2	}
One nasta	23.50 × 1	
One tea	11.75 × 2	
		= Rs. 140.00

Zone-II :

	Rs.	
One meal	43.65 × 2	}
One nasta	21.80 × 1	
One tea	10.90 × 2	
		= Rs. 130.90

Zone-III :

	Rs.	
One meal	40.60 × 2	}
One nasta	20.30 × 1	
One tea	10.15 × 2	
		= Rs. 121.80

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Zone II :

One meal	Rs. 38.27 × 2	} = Rs. 114.80
One nasta	Rs. 19.14 × 1	
One tea	Rs. 9.56 × 2	

Zone I :

One meal	Rs. 37.34 × 2	} = Rs. 112.00
One nasta	Rs. 18.66 × 1	
One tea	Rs. 9.33 × 2	

(i) The split of the rate of special allowance of Rs. 1.65 per every rise of 2 points shall be (a) 2/3rd to be adjusted towards payment in cash and (b) 1/3rd allowed to be cut by the employer towards wages in kind. The distribution/allocation of the special allowance of the 1/3rd amount of rate of neutralisation as amongst meal, nasta and tea is as indicated below

*Distribution of 1/3rd of Special Allowance*

One meal	.. Paise 18 ... 2	} = Paise 55
One nasta	.. Paise 9 ... 1	
One tea	.. Paise 5 ... 2	

(Notification No. MWA/2483/5278/Lab-7, dated 14th July 1983, published in *M.G.G.*, Part I-L, dated 18th August 1983, page No. 5250-5258).

1. The following draft of the rules which the Government of Maharashtra proposed to make in exercise of the powers conferred by clause (c) of sub-section (2) of section 30 read with sub-section (4) of section 11 of the said Act, in its application of the State of Maharashtra and of all other powers enabling it in that behalf is hereby published as required by sub-section (1) of the said section 30 for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after 20th July 1983.

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

**RULES**

1. *Short title.*—These rules may be called the Hotel Employees' Wages in Kind (Computation of Cash Value) Rules, 1983.

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

(a) "hotel employees" means a person employed in any residential hotel, restaurant or eating-house in any areas specified in column 1 of the Schedule hereto and in respect of whom minimum rates of wages are fixed or revised by Government Notification, Industries, Energy and Labour Department No. MWA. 2483/5278/LAB-7, dated the 14th July 1983.

(b) "meal" means a full and wholesome meal consisting of rice, six chapatis, dal, one vegetable and one wati of buttermilk ;

(c) "nasta" means one dish of snacks and tea ;

(d) "Schedule" means the Schedule appended to these rules.

3. *Computation of Cash Value.*—The cash value of the minimum rates of wages to be paid to hotel employees partly in kind per month, that is, in the form of free meal, nasta or tea, under Government Notification, Industries, Energy and Labour Department, No. MWA. 2483/5278/LAB-7, dated the 14th July 1983

(i) in respect of hotel employees (who are not below 18 years of age) in areas specified in column 1 of the Schedule hereto shall be as set out in column 2 thereof ;

(ii) in respect of hotel employees who are below 18 years of age shall be equal to three-fourths of the cash value so set out.

*Distribution or allocation of special allowance*

4. The distribution/allocation of the special allowance of the 1/3 amount of rate of neutralisation as amongst meal, nasta and tea is as indicated below, for all the areas of all the five Zones

- (i) When one meal is served daily, Rs. 0.18 paise.
- (ii) When one nasta is served daily, Rs. 0.9 paise.
- (iii) When one tea is served daily, Rs. 0.5 paise.

5. *Repeal and Savings.*—On the commencement of these rules, the Hotel Employees' Wages in Kind (Computation of Cash value) Rules, 1976, shall stand repealed, except as respects things done or omitted to be done before such repeals.

*Schedule*

Area	Cash value of meal, nasta or tea served during month
1	2
I. Within the limits of the Municipal Corporation of Greater Bombay.	(i) When one meal is served daily, Rs. 46.50. (ii) When one nasta is served daily, Rs. 23.50. (iii) When one tea is served daily, Rs. 11.75.
II. Within the limits of the Pune, Thane and Nagpur Municipal Corporation, the Cantonments of Pune and Kirkee.	(i) When one meal is served daily, Rs. 43.65. (ii) When one nasta is served daily, Rs. 21.80. (iii) When one tea is served daily, Rs. 10.90.
III. Within the limits of all the Municipal Corporation either presently existing excluding those covered in Zones I and II above, or to be found in future ; and the areas within the limits of Municipal Councils or the cantonments, as the case may be of Ahmadnagar, Malegaon, Nashik Road, Deolali, Deolali Cantonment, Ulhasnagar, Akola, Amravati, Dhule, Aurangabad Cantonment and Kalyan.	(i) When one meal is served daily, Rs. 40.60. (ii) When one nasta is served daily, Rs. 20.30. (iii) When one tea is served daily, Rs. 10.15.
IV. Within the limits of all Municipal Councils or Cantonments as the case may be not covered by Zones II and III.	(i) When one meal is served daily, Rs. 38.27. (ii) When one nasta is served daily, Rs. 19.14. (iii) When one tea is served daily, Rs. 9.56.
V. Within the limits of all Village Gram Panchayats where the Bombay Shops and Establishment Act, 1948 applies and all hotels, restaurants or eating houses situated on (or housed in the premises on) National Highways and or State Highways.	(i) When one meal is served daily, Rs. 37.34. (ii) When one nasta is served daily, Rs. 18.66. (iii) When one tea is served daily, Rs. 9.33.

(Notification No. MWA/2483/5278/Lab-7(1) dated 14th July 1983, published in *M.G.G.*, Part I-L, dated 18th August 1983, page No. 5259-5261).

9. 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, I. E. and L. Department. No./MWA/1883/5566/Lab-7, dated 26th July 1983, and after considering the advice of the Advisory Board revised with effect from 1983, the minimum rates of wages payable to the employees employed in the said scheduled employment and revised 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 notification.

## Schedule

Serial No.	Class of employees	Rate (per month)		
		Zone I	Zone II	Zone III
(1)	(2)	(3)		
		Rs.	Rs.	Rs.
I	Skilled adult employees employed as	527	425	356
	(1) Boiler Attendant.			
	(2) Engine Driver.			
	(3) Fitter Mistry.			
	(4) Blacksmith.			
	(5) Turner.			
	(6) Electric Wireman.			
	(7) Welder.			
	(8) Mason.			
	(9) Carpenter.			
	(10) Operator (Refinery/Solvent Extraction Plant).			
	(11) Truck Driver.			
	(12) Moulder.			
	(13) Mochi.			
	(14) Employees by whatever name called doing skilled work of the nature done by person falling under the above entries.			
II.	Semi-skilled adult employees employed as—	450.50	465.50	314.50
	(1) Assistant Fitter/Assistant Mistry/Assistant Operator.			
	(2) Oilman.			
	(3) Fireman.			
	(4) Canboy or Ketliwala.			
	(5) Fitter Pressman.			
	(6) Pump Attendant.			
	(7) Ghanwalla (Bullock/Rotary).			
	(8) Decorticator Attendant.			
	Water Drainer on Solvent Extraction Plant.			
	(10) Employees by whatever name called doing semi-skilled work of the nature done by person falling under the above entries.			
III.	Unskilled adult employees employed as—	374.00	306.00	272.00
	(1) Gunny bag Stitcher.			
	(2) Weighingman.			
	(3) Dhepwala.			
	(4) Gunnybag Filler.			
	(5) Kandiwala.			

## Schedule—contd.

Serial No.	Class of employees	Rates (per month)		
		Zone I	Zone II	Zone III
(1)	(2)	(3)		
		Rs.	Rs.	Rs.
	(6) Unskilled adult employees employed on cleaning, spreading, drying, sieving of oilseeds and cleaning of factory floor and compound.			
	(7) Employees by whatever name called doing semi-skilled work of the nature done by persons falling under the above entires.			
IV.	All other adult employees employed in this employment but not specified anywhere above.	374.00	306.00	272.00
V.	Persons below the age of 48 years employed in any of the categories of employment mentioned above in this column.	75 per cent of the rate fixed for adults in respect of the same category of employment.	75 per cent of the rate fixed for adults in respect of the same category of employment.	75 per cent of the rate fixed for adults in respect of the same category of employment.

## Explanation.—For the purpose of the Notification—

(a) Zone I shall comprise of—

(i) Greater Bombay ;

(ii) the Thane, Vasai, Bhivandi, Kalyan and Ulhasnagar Talukas of Thane District, and

(iii) the Uran, Panvel, Karjat and Khalapur Talukas of Kulaba District

(b) Zone II shall comprise of—

(i) Pune City, and the Haveli, Mulshi, Maval and Khed Talukas of Pune District;

(ii) the Nagpur Taluka of Nagpur District;

(iii) the Karvir Taluka of Kolhapur District ;

(iv) the Solapur North Taluka of Solapur District; and

(v) the Nashik Taluka of Nashik District.

(c) Zone III shall comprise of all other areas in the State of Maharashtra not included in Zone I or Zone II above.

(d) 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 class of employees to which he belongs by 26, the quotient being stepped upto the nearest paise.

(e) the minimum rate 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.

(Notification No. MWA/1883/5566/Lab-7, dated 26th July 1983, published in M.G.G., Part I-L, dated 18th August 1983, Page No. 5265-68).

10. The following draft of a notification which it is proposed to issue under clause (a) of sub-section (1) of section 3 of the said Act, 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 public motor transport (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 the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of two months from the date of publication of this notification in the Maharashtra Government Gazette.

11. Any written objections which may be received by the Commissioner of Labour, Commerce and Industries, Mumbai-400034, 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. 2083/5582 LAB-7.—Whereas by Government Notification, Industries and Labour Department, No. MWA. 2083/5582 LAB-7, dated the 1st September 1981 (hereinafter referred to as the "said notification"), the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the employment in public motor transport (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 (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, the Government of Maharashtra, considering all representations received in respect of the proposals published in Government Notification, Industries, Energy and Labour Department, No. MWA. 2083/5582 Lab-7, dated the 1st September 1981, and after considering the advice of the Advisory Board hereby revised, with effect from ..... 1983 the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes 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**

Class of employees	Rates			
	Zone I 2	Zone II 3	Zone III 4	
1. Adult skilled employees employed as—				
1. Drivers	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.	Rs. 390.00 per month in the case of those employed on monthly wages or Rs. 15.60 per day in the case of those employed on daily wages.	
2. Mechanics				
3. Turners				
4. Electricians (Auto) including Batteryman				
5. Checker/Vehicle Examiners				
6. Supervisors				
7. Fitters				
8. Vulcanizers				
9. Carpenters				
10. Blacksmiths				
11. Welders				
12. Painters				
13. Booking Agents (where such employees are employed by the operator who owns the vehicle)				
14. Adult employees by whatever designations called doing skilled work of the nature done by employees falling under any of the above-mentioned categories.				
II. Adult unskilled employees employed as—				
1. Assistants to any of the employees falling under the category of skilled employees.				
2. Conductors				
3. Clerks/Readers				
4. Typo Clerks or Typists				
5. Messengers				
6. Motor Assistants				
7. Employees by whatever designation called doing unskilled work of the nature done by employees falling under any of the above mentioned categories.				

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III. Adult un-skilled employees employed as—  
 1. Helpers  
 2. Washers  
 3. Cleaners (Vehicles)/Attendants

Rs. 342.00 per month in the case of those employed on monthly wages or Rs. 53.68 per day in the case of those employed on daily wages.

Rs. 306.00 per month in the case of those employed on monthly wages or Rs. 12.34 per day in the case of those employed on daily wages.

Rs. 244.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.

IV. All other adult employees employed in occupations not specified in any of the occupations mentioned under categories I, II and III above.

Rs. 306.00 per month in the case of those employed on monthly wages or Rs. 17.34 per day in the case of those employed on daily wages.

Rs. 244.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.

V. Employees below the age of 18 years employed in any of the categories of employment mentioned above.

80 per cent of the rate fixed for adults employed in the same category.

80 per cent of the rate fixed for adults employed in the same category.

Explanation.—For the purpose of this notification,—

(a) Zone I shall comprise,—

(i) Greater Bombay  
 (ii) the Virgo, Parvel, Karjat and Khalapur Talukas of Kulaba District, and  
 (iii) the Thane, Vasai, Bhiwandi, Kalyan and Ulhasnagar Talukas of Thane District, and

(b) Zone II shall comprise,—

(i) City of Pune as constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949) and the Havell, Mulshi, Maval and Khed Talukas of Pune District,  
 (ii) the Nagar Taluka of the Nagpur District,  
 (iii) the Karwar Taluka of the Kolhapur District,  
 (iv) the Solapur North Taluka of the Solapur District, and  
 (v) the Madak Taluka of the Madak District;

(c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I or Zone II above;

(d) 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 empasment, if any;

(e) the minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.  
 (Notification No. MWA/2003/552/Lab-7, dated 30th July 1983, Published in Maharashtra Government Gazette, part I-L, dated 18th August 1983, Page No. 5431-5432).

(1) The following draft of a notification which it is proposed to issue under clause (b) of sub-section (2) of section 3 of the said Act, 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 stone breaking and stone crushing (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 the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the expiry of two months from the date of publication of this notification in the Maharashtra Government Gazette.

2 Any representation 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. 1983/5583/Lab-7.—Whereas by Government Notification, Industries and Labour Department, No. MWA 1981/4223/Lab-7, dated the 29th August 1981 (hereinafter referred to as the "said notification"), the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the employment in stone breaking and stone crushing (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. 1983/5583/Lab-7, dated the 30th July 1983, and after considering the advice of the Advisory Board hereby revises, with effect from . . . . . 1983 the minimum rates of wages payable to the employees employed in the said scheduled employment and revises them as set out in column 2 of the Schedule hereto as the rates of wages payable to the classes of employees mentioned against them in column 1 of that Schedule.

Class of employees	Rates		
	Zone I	Zone II	Zone III
1	2		
I Adults	Rs. 444.00 per month	Rs. 372.00 per month	Rs. 348.00 per month
(A) Skilled	in the case of those	in the case of those	in the case of those
Blasters	employed on monthly	employed on monthly	employed on monthly
Drillers	wages or Rs. 17.76 per	wages or Rs. 14.88 per	wages or Rs. 13.91 per
Drillers-cum-Blasters..	day in the case of those	day in the case of those	day in the case of those
Tapkars	employed on daily	employed on daily	employed on daily
Fitters	wages.	wages.	wages.
Engine/Machine Drivers			
Blacksmiths			
Welders			
Zobriwallas			
Tractor Drivers			
Carpenters			
Electricians			
Dressers (Phadiwallas, Ghadaiwallas of various sizes of stones).			
Compressor Operators			
All other employees by whatever names called, doing the work of the nature done by employees falling under the foregoing categories of employees.			
(B) Semi-Skilled	Rs. 324.00 per month	Rs. 294.00 per month	Rs. 276.00 per month
Stone Breakers (Khadi Breakers/Rawallis)	in the case of those	in the case of those	in the case of those
Oilmen	employed on monthly	employed on monthly	employed on monthly
Mukadams	wages or Rs. 12.96 per	wages or Rs. 11.76 per	wages or Rs. 11.04 per
All other employees by whatever names called, doing the work of the nature done by employees falling under the foregoing categories of employees.	day in the case of those	day in the case of those	day in the case of those
	employed on daily	employed on daily	employed on daily
	wages.	wages.	wages.
(C) Un-Skilled	Rs. 250.00 per month	Rs. 234.00 per month	Rs. 222.00 per month
	in the case of those	in the case of those	in the case of those
	employed on monthly	employed on monthly	employed on monthly
	wages or Rs. 10.32 per	wages or Rs. 9.36 per	wages or Rs. 8.88 per
	day in the case of those	day in the case of those	day in the case of those
	employed on daily	employed on daily	employed on daily
	wages.	wages.	wages.
(D) All other employees employed in occupation not specified in any of the above mentioned categories in this column.	Rs. 258.00 per month	Rs. 234.00 per month	Rs. 222.00 per month
	in the case of those	in the case of those	in the case of those
	employed on monthly	employed on monthly	employed on monthly
	wages or Rs. 10.32 per	wages or Rs. 9.36 per	wages or Rs. 8.88 per
	day in the case of those	day in the case of those	day in the case of those
	employed on daily	employed on daily	employed on daily
	wages.	wages.	wages.
II. Employees below the age of 18 years employed in any of the above mentioned categories of employment in this column.	80 per cent of the rate fixed for adults in respect of the same category of employees.	80 per cent of the rate fixed for adults in respect of the same category of employees.	80 per cent of the rate fixed for adults in respect of the same category of employees.

**Explanation.—**For the purpose of this notification—

- (a) Zone I shall comprise the areas classified as Greater Bombay-Thane. Standard Urban Area for the purpose of India, 1971;
- (b) Zone II shall comprise—
  - (i) the areas classified as the Standard Urban Areas of Pune, Nagpur, Kolhapur, Solapur, Bhiwandi, Kalyan, Ulhasnagar, Nashik, Malegaon, Dhule, Jalgaon, Bhusawal, Ahmadnagar, Satara, Sangli, Miraj, Ichalkaranji, Aurangabad, Jalna, Nanded, Khambgaon, Akola, Yavatmal, Kamptee and Chandrapur for the purpose of the Census of India, 1971;
  - (ii) the area classified as 'A' Class Municipal areas and 'B' Class Municipal areas under the Maharashtra Act, 1965 (Mah. XI of 1965), excluding the areas specified in clause (a);
- (c) Zone III shall comprise the remaining areas of the State of Maharashtra;
- (d) The minimum rate 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;
- (e) the minimum rate of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

(Notification No. MWA/1983/5588/Lab-7, dated 30th July 1983, published in M.G.G. Part I-L, dated 18th August 1983, page Nos. 5439-5441).

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the following which it is proposed to give effect to in the State of Maharashtra

the Government of Maharashtra

of the said draft before

DRAFT NOTIFICATION

M.W.A. 6133 5594  
 Department No. A. 6181 3029 Lab-7, dated the 29th August 1983, (hereinafter referred to as the "draft") in which the Government of Maharashtra has revised the rates of wages of employees employed in the State of Maharashtra.

And whereas the Government of Maharashtra has considered the draft of the said draft before it as so revised, and it is necessary to give effect to the same, and therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 2 of the said Act, the Government of Maharashtra hereby notifies that the rates of wages of employees mentioned in the Schedule to the said draft, as revised, shall be the rates of wages payable to the employees mentioned in the Schedule to the said draft, as revised, from the date of the commencement of the said draft, as revised, and the rates of wages payable to the employees mentioned in the Schedule to the said draft, as revised, shall be the rates of wages payable to the employees mentioned in the Schedule to the said draft, as revised, from the date of the commencement of the said draft, as revised.

SCHEDULE

Class of employees	Rates	
	Zone I	Zone II
1. ADULTS		
(A) Skilled Grade I—		
1. Foreman	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
2. Fitter	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
3. Machinist	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
4. Painter	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
5. Tin-smith	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
6. Carpenter	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
7. Electrician	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
8. Welder	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
9. Upholsterer	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
10. Blacksmith	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
11. Borer	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
12. Fuel Pump Injector	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
13. Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.	Rs. 552.00 per month in the case of those employed on monthly wages or Rs. 21.08 per day in the case of those employed on daily wages	Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.
(B) Skilled, Grade II—		
1. Fitter	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
2. Machinist	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
3. Painter	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
4. Tin-smith	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
5. Carpenter	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
6. Electrician	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
7. Welder	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
8. Upholsterer	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
9. Blacksmith	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
10. Borer	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
11. Fuel Pump Injector	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.
12. Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.

## (C) Semi-skilled-

1. Assistant Fitter	Rs. 396.00 per month in the case of those employed on monthly wages or Rs. 15.84 per day in the case of those employed on daily wages.	Rs. 360.00 per month in the case of those employed on monthly wages or Rs. 14.40 per day in the case of those employed on wages daily	Rs. 342.00 per month in the case of those employed on monthly wages or Rs. 13.68 per day in the case of those employed on daily wages.
2. Assistant Tin-smith			
3. Assistant Carpenter			
4. Assistant Electrician			
5. Assistant Welder			
6. Assistant Upholsterer			
7. Assistant Blacksmith			
8. Assistant Borer			
9. Assistant Painter			
10. Batteryman			
11. Serviceman, that is to say, the employee who besides cleaning vehicles, also attends to tightening of bolts at a proper torque, changing of oil and/or grease and cleaning of filter.			
12. Petro-Pump man/Petrol Pump attendant, that is to say, the employee, who, in addition to delivering of petrol, deisel or oil from the petrol pump, collects cash and prepares bill and/or cash memo for the customers, if necessary.			
13. Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.			

## (D) Unskilled-

1. Cleaner	Rs. 336.00 per month in the case of those employed on monthly wages or Rs. 13.44 per day in the case of those employed on daily wages.	Rs. 306.00 per month in the case of those employed on monthly wages or Rs. 12.24 per day in the case of those employed on daily wages.	Rs. 294.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.
2. Person who washes the vehicles			
3. Vehicle Attendant			
4. Ramp Serviceman			
5. Hammer-man			
6. Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.			

(E) All other employees employed in occupations not covered by any of the occupations mentioned above.	Not less than the minimum rates of wages payable for the unskilled employees in this Zone.	Not less than the minimum rates of wages payable for the unskilled employees in this Zone.	Not less than minimum rates of wages payable for the unskilled employees in this Zone.
II Employees below the age of 18 years, employed in any of the categories of employment mentioned above in this column.	80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the fixed for adults in respect of the same category of employment.

*Explanation.*- For the purpose of this notification-

## (a) Zone I shall comprise,-

- (i) Greater Bombay.
- (ii) The Uran, Panvel, Karjat and Khalapur Talukas of the Kulaba District,
- (iii) the Thane, Vasai, Bhivandi, Kalayan and Ulhasnagar Talukas of the Thane District,

## (b) Zone II shall Comprise,-

- (i) the city of Pune as constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949) and the Haveli, Mulshi, Maval and Khed Talukas of the Pune District ;
- (ii) the Nagpur Taluka of the Nagpur District ;
- (iii) the Karvir Taluka of the Kolhapur District ;
- (iv) the Solapur North Taluka of the Solapur District ;
- (v) the Nashik Taluka of the Nashik District ; and

(c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I or Zone II above.

(d) The minimum rate of wages shall consist of an all inclusive rate allowaing for the basic rate, the cost of living allowance and the cash value of concessions, if any ;

(e) the minimum rate of wages shall be inclusive of paymefit of remuneration in respect of the weekly day of rest.

(Notification No. MWA/6183/5584/Lab-7, dated 30th July 1983, published in *Maharashtra Government Gazette*, Part I-L, dated 18th August 1983, page No. 5442-5445).

MAHARASHTRA GOVERNMENT GAZETTE - OCTOBER 1983

LABOUR GAZETTE - OCTOBER 1983





Serial No.	Classes of employees	Rates		
		Zone I	Zone II	Zone III
1	2	3		

I. *Skilled adult employees employed as—*

1. Artist	Rs. 462.00 per month	Rs. 420.00 per month	Rs. 402.00 per month
2. Modeller	in the case of those employed on monthly wages of Rs. 18.48 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages or Rs. 16.80 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages or Rs. 16.08 per day in the case of those employed on daily wages.
3. Turner/Latheman			
4. Potter (preparing jars/vessels/pots)			
5. Blacksmith			
6. Carpenter			
7. Fitter/Machanic			
8. Mason			
9. Painter			
10. Tracer			
11. Tin maker			
12. Welder			
13. Wiremen			
14. Furnace Operator/Head Fireman			
15. Employees by whatever name called doing work of the nature done by person falling under the above entries.			

II. *Semi-skilled adult employees employed as—*

1. Air Compressor Attendant	Rs. 336.00 per month	Rs. 306.00 per month	Rs. 294.00 per month
2. Brick-marker	in the case of those employed on monthly wages or Rs. 13.44 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages or Rs. 12.24 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.
3. Ball Mill Attendant			
4. Blunger Attendant			
5. Caster Opener			
6. Finisher			
7. Cup Saucer/Plate-maker			

8. Design-stamper
9. Liner/Decorators/Transfers Picture applicators.
10. Filter Press Attendant
11. Furnance bang loader/unloader
12. Fireman
13. Handle Joiner
14. Laboratory Attendant
15. Moulder
16. Glazer/Spray glazer
17. Pug-mill Attendant
18. Packer
19. Sorter/Selector
20. Press-operator/pressman/machine operator
21. Employees by whatever name called but doing work of the nature done by persons falling under the above entries.

III. *Un-skilled adult employees employed as—*

1. Mazdoor/Reja	Rs. 210.00 per month	Rs. 198.00 per month	Rs. 180.00 per month
2. Helper (assisting an skilled or semi-skilled worker in work).	in the case of those employed on monthly wages, or Rs. 8.40 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages or Rs. 7.92 per day in the case of those employed on daily wages.	in the case of those employed on monthly wages, or Rs. 7.20 per day in the case of those employed on daily wages.
IV. Any other employee who is not mentioned in the Schedule by his Occupation to which he belongs.	Not less than the minimum rates of wages payable for an unskilled employer in this zone.	Not less than the minimum rates of wages payable for an unskilled employees in this zone.	Not less than the minimum rates of wages payable for an unskilled employees in this zone.
V. Employees below the age of 18 years ; employed in any of the categories of employment mentioned above in this column.	Eighty (80) percent of the rates fixed for adults in respect of the same category of employment.	Eighty (80) percent of the rates fixed for adults in respect of the same category of employment.	Eighty (80) percent of the rates fixed for adults in respect of the same category of employment.

Explanation—For the purpose of this notification—

- (a) Zone I shall comprise—  
 (i) Greater Bombay ;  
 (ii) The Uran, Panvel, Karjat and Khalapur Talukas of Kolaba District; and  
 (iii) The Thane, Vashi, Bhiwandi, Kalyan and Ulhasnagar Talukas of Thane District; and
- (b) Zone II shall comprise—  
 (i) The Bombay Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949) Districts of the Khandesh and the Kutch Districts;  
 (ii) The Talukas of the Kolhapur District;  
 (iii) The Talukas of the Solapur District; and  
 (iv) The Talukas of the Nashik District;  
 (v) The Talukas of the North and South parts of the Nashik District;
- (c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I of Zone II above ;
- (d) 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 ;
- (e) The minimum rates of wages shall be conclusive of payment of remuneration in respect of the weekly day rest.

(Notification No. MWA/5283/5586/Lab-7, dated 30th July 1983, published in M.G.G., Part I-L, dated 18th August 1983, page No. 5449-5452).

## Consumer Price Index Numbers for Working Class for August 1983

### BOMBAY \*

161—A fall of 2 points

In August 1983 the Consumer Price Index Number for working Class (New Series) for the Bombay Centre with base January to December 1960 equal to 100 was 566 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 the Bombay Centre.

The index number for the food group decreased by 2 points to 628 due to a fall in the average prices of fish from bumbrows, panfret, eggs and vegetables and fruit sub-group.

The index number for the pan supari and tobacco etc. group decreased by 21 points to 579 due to a fall in the average prices of pan leaf and cigarette.

The index number for the fuel and light group increased by 16 points to 721 due to a rise in the average price of charcoal only.

The index number for housing remained steady at 163 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 3 points to 553 due to a fall in the average prices of dhoti, saree, long cloth, mulmul and markin.

The index number for the miscellaneous group decreased by 1 point to 427 due to a fall in the average prices of hair oil and barber charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers	
		July 1983	August 1983
I-A. Food	57.1	630	628
I-B. Pan, Supari, Tobacco, etc.	4.9	600	579
II. Fuel and Light	5.0	705	721
III. Housing	4.6	163	163
IV. Clothing, Bedding and Foot-wear.	9.4	556	553
V. Miscellaneous	19.0	428	427
Total	100.0	....	....
Consumer Price Index Number	....	566	564

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 635 of December 1965 issue of *Labour Gazette*. For *Errata* (see) page 867 of January 1966 issue.

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

**SOLAPUR\***

A rise of 19 points

In August 1983 the Consumer Price Index Number for working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 584 being 19 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 27 points to 634 due to a rise in the average prices of rice, wheat, jowar, arhaldal, gramdal, masurdal, oils and fats, gur tea leaf, tea readymade and jalebi.

The index number for the pan, supari and tobacco etc. group increased by 1 point to 473 due to a rise in the average prices of b'di and chewing tobacco.

The index number for the fuel and light group increased by 1 point to 708 due to a rise in the average price of match box.

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

The index number for clothing, bedding and footwear group increased by 7 points to 567 due to a rise in the average prices of shirting and shoes gents.

The index number for the miscellaneous group increased by 11 points to 443 due to a rise in the average prices of pencil, laundry charges, washing soap and tailoring charges.

**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	
		July 1983	August 1983
I-A. Food	63.0	607	634
I-B. Pan, Supari, Tobacco etc.	3.4	472	473
II. Fuel and Light	7.1	707	708
III. Housing	5.2	252	252
IV. Clothing, Bedding and Footwear	9.0	560	567
V. Miscellaneous		432	443
Total	100.00		
Consumer Price Index Number		565	584

\*Details regarding the scope and method of compilation of the index may be seen on pages 602 to 611, December 1965 issue of *Labour Gazette*. For Errata (see) page 897 of January 1966 issue.

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\***

559—A rise of 9 points

In August, 1983 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 559 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The Index number for the food group increased by 17 points to 602 due to a rise in the average prices of rice, jowar, arhaldal, gramdal, oils and fats, ghee urmeric, dry chillies, onions, garlic, corriander, ginger, gur and tea readymade.

The index number for the pan, supari and tobacco etc. group decreased by 10 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 760 due to a rise in the average price of firewood only.

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

The index number for clothing, bedding and footwear group decreased by 6 points to 596 due to a fall in the average prices of dhoti, saree, trouser cloth, long cloth and bed sheet.

The index number for the miscellaneous group remained steady at 422.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		July 1983	August 1983
I-A. Food	57.2	585	602
I-B. Pan, Supari, Tobacco, etc.	3.8	577	567
II. Fuel and Light	5.7	756	760
III. Housing	6.6	278	278
IV. Clothing, Bedding and Footwear	10.9	602	596
V. Miscellaneous	15.8	422	422
Total	100.0		
Consumer Price Index Number		550	559

\*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. 3.22.

## PUNE

## A rise of 10 points

In August 1983 the consumer Price Index Number for working class (New series) for Pune centre with base year 1961 equal to 100 was 551 being 10 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 Pune centre.

The index number for the food group increased by 17 points to 632 due to a rise in the average prices of rice, wheat, bajri, turdal, gramdal, moongdal, oils and fats, dry fish, fresh fish, eggs, turmeric, tamarind, onions, vegetables and gur.

The index number for the fuel and light group remains steady at 674.

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

The index number for clothing and footwear increased by 2 points to 518 due to a rise in the average price of saree only.

The index numbers for the miscellaneous group remains steady at 435.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1983	August 1983
I. Food .. .. .	55.85	615	632
II. Fuel and Light .. .. .	6.89	674	674
III. Housing .. .. .	6.65	143	143
IV. Clothing and Footwear .. .. .	10.31	516	518
V. Miscellaneous .. .. .	20.30	435	435
Total .. .. .	100.00	....	....
Consumer Price Index Number .. .. .	....	541	551

\*Details regarding the scope and method of compilation of the index will be found on pages 1727 to 1730 of the August 1963 issue of *Labour Gazette*, for Errata thereto, see page 817 of September 1963 issue.

## JALGAON

## 565—A rise of 15 points

In August 1983 the consumer Price Index Number for Working class (New series) for Jalgaon centre with base year January to December 1961 equal to 100 was 565 being 15 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 Jalgaon centre.

The index number for the food group increase of 23 points to has been due to a rise in the average price of rice, jawar, turdal, gramdal, moogdal, uriddal, groundnut oil, fresh fish, vegetables, sugar, gur and tea leaf.

The index number for the fuel and light group remained steady at 710

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

The index number for housing/clothing and footwear increase of 5 points has been due to a rise in the average prices of dhoti, saree, cloth for trousers and long cloth.

The index numbers for the miscellaneous group, increase of 4 points has been due to a rise in the average prices of washing soap only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR JALGAON CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1983	August 1983
I. Food	60.79	606	629
II. Fuel and Light	7.20	710	710
III. Housing	6.11	183	183
IV. Clothing and Footwear	10.29	490	495
V. Miscellaneous	15.61	444	448
Total .. .. .	100.00	....	....
Consumer Price Index Number .. .. .	....	550	565

\*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

## 608—A rise of 25 points

In August 1983 the consumer Price Index Number for Working class (New series) for Nanded centre with base year January to December 1961 equal to 100 was 608 being 25 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 increase of 38 points to has been due to a rise in the average price of rice, wheat, turdal, moogdal, uriddal, turmaric chillies dry, tarmorind oil and fresh vegetables.

The index number for the fuel and light group increase of 7 points has been due to a rise in the average prices of Kerosene and Match box.

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

The index number for clothing and footwear increase of 12 points has been due to a rise in the average prices of dhoti and saree.

The index numbers for the miscellaneous group remained steady.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		July 1983	August 1983
I. Food ..	61.46	647	685
II. Fuel and Light ..	5.88	673	680
III. Housing ..	4.62	310	310
IV. Clothing and Footwear ..	12.22	499	511
V. Miscellaneous ..	15.82	443	443
Total ..	100.00		
Consumer Price Index Number ..		583	608

\*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\*

## A rise of 6 points

In August 1983 the consumer price index number for working class (New series) for Aurangabad centre with base year 1961 equal to 100 was 570 being 6 point 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 9 points to 619 due to a rise in the average prices of rice, turdal, gramdal, masurdal, oils and fats, turmeric, chillies dry, tamarind mixed spices, zeera, banana and gur.

The index number for the fuel and wight group increased by 2 points to 767, due to a rise in the agerage price of kerosene only.

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

The index number for clothing and footwear increased by 3 points to 520 due to a rise in the average price of saree only.

The index numbers for the miscellaneous group decreased by 4 points to 440 due to a fall in the average price of panleaf only.

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

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		July 1983	August 1983
I. Food ..	60.72	610	619
II. Fuel and Light ..	7.50	765	767
III. Housing ..	8.87	316	316
IV. Clothing and Footwear ..	9.29	517	520
V. Miscellaneous ..	13.62	444	440
Total	100.00		....
Consumer Price Index Number ..	....	564	570

\*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.

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

The *Statistics for the Last 12 Calendar months from September 1982 to August 1983* are given in the following table—

TABLE

Month 1	Base	
	1960=100 2	1949=100 3
September 1982	489	594
October 1982	491	597
November 1982	496	603
December 1982	497	604
January 1983	495	602
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

#### THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL 1983

Centre	1	2	3	4	5	6	7	8	9	10	11	12	
													Base
Bombay	..	..	1960=100	628	579	721	163	553	427	564	2504	566	2513
Solapur	..	..	1960=100	634	473	708	252	567	443	584	2231	565	2158
Nagpur	..	..	1960=100	602	567	760	278	596	422	559	2918	550	2871
Pune	..	..	1961=100	632	..	674	143	518	435	551	..	541	..
Jalgaon	..	..	1961=100	629	..	710	183	495	448	565	2989	550	2910
Nanded	..	..	1961=100	685	..	680	310	511	443	608	1490	583	1428
Aurangabad	..	..	1961=100	619	..	767	316	520	440	570	1265	564	1252

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

BOMBAY : 4.44, SOLAPUR : 3.82, NAGPUR : 5.22, JALGAON : 5.29, NANDED 12.45, AURANGABAD : 2.22.

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF JULY 1983

### Industrial Courts, Tribunals and Labour Courts

In all 2,185 applications were received by the Industrial Courts, Tribunals and Labour Courts 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	Industrial Court/Tribunal—					
1	Bombay ..	8	34	55	63	
2	Nagpur ..	6	68	74	133	
3	Pune ..	18	11	115	133	
4	Thane ..	6	5	39	45	
5	Industrial Tribunal—					
	all, Thane..	..	..	..	5	
	<b>Total ..</b>	<b>38</b>	<b>50</b>	<b>277</b>	<b>365</b>	

ii Labour Courts—		Total ..	
Labour Court, Nagpur ..	119	209	155
Labour Court, Mumbai ..	3	86	76
Labour Court, Pune ..	13	135	67
Labour Court, Thane ..	81	272	44
Labour Court, Mumbai ..	4	97	28
Labour Court, Pune ..	10	55	141
Labour Court, Thane ..	1	26	54
Labour Court, Mumbai ..	..	10	2
Labour Court, Pune ..	..	14	23
Labour Court, Thane ..	..	105	10
Labour Court, Mumbai ..	..	105	119
<b>Total ..</b>	<b>242</b>	<b>859</b>	<b>719</b>

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

### the Conciliation machinery in the State during October 1981

An analysis of the Conciliation machinery in the State during October 1981 is given below:

#### (a) Cause-wise

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	346	59	405
Industrial Disputes Act, 1947	17	11	28
Industrial Disputes (Amendment) Act, 1964	..	..	..
<b>Total ..</b>	<b>363</b>	<b>70</b>	<b>433</b>

#### (b) Month-wise analysis of the cases dealt with during the month

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Closed	Withdrawn or not pursued by parties	Total (4 to 7)	Pending at the end of the month
1	..	..	4	5	6	7	8
I. D. Act, 1947	1,339	405	126	135	71	95	427
B. I. R. Act, 1946	187	28	6	6	18	1	31
B. I. R. (Ext. and Amdt.) Act, 1964	..	..	..	..	..	..	..
<b>Total ..</b>	<b>1,526</b>	<b>433</b>	<b>132</b>	<b>141</b>	<b>89</b>	<b>96</b>	<b>1,317</b>

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

Act	Cotton Textile	Silk Textile	Chemical	Textile Processing	Hosiery	Banking	Sugar	Misc.	Transport	Total
1	2	3	4	5	6	7	8	9	10	11
B. I. R. Act, 1946	8	4	1	2	2	5	1	3	3	28

B. I. R. Act, 1946

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

B. I. R. (Extension And Amendment) Act, 1964

District-wise analysis is given below :-

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahmednager	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	11	4	5	5	1	1	1	28

  

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

Act 1

B. I. R. (Extension and Amendment) Act, 1964

### INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING JULY 1983

	July 1983	June 1983	July 1982
No. of Disputes	91	92	75
No. of Workers involved	1,35,993	1,51,647	1,05,026
No. of Man-days lost	17,62,813	18,51,739	24,29,197

Industry-wise classification is given below :-

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	lost in
	before of the month i.e. before July 1983	during the month i.e. July 1983	Total		
1	2	3	4	5	6
Textile	41	2	43	1,25,585	15,55,578
Engineering	16	1	17	3,912	72,528
Chemical	4	—	4	679	12,249
Miscellaneous	22	5	27	5,817	1,22,458
July 1983 Total	83	8	91	1,35,993	17,62,813
June 1983 Total	82	10	92	1,51,647	24,29,197

The figures given in the above table are based on the collection of statistics Act 1953. In compiling the statistics of the disputes in which 10 or more persons are involved are included. The figures given in the above table are based on the collection of statistics Act 1953. In compiling the statistics of the disputes in which 10 or more persons are involved are included.

The figures given in the above table are based on the collection of statistics Act 1953. In compiling the statistics of the disputes in which 10 or more persons are involved are included.

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

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Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result	
					Began	Ended		During the month	Ull the close of the month		
1	2	3	4	5	6	7	8	9	10	11	
<i>Bombay—</i>				<i>Others—</i>							
1	The Bombay Gas Co., Ltd., Lalbaug, Bombay 12.	Pvt.	S	Leave Benefits, Bonus, Wages etc.	29-7-1981	20-7-1983	1,450	26,100	8,99,450	Indefinite.	
<i>Thane—</i>											
2	Teksong Ltd., Road, Thane.	Pvt.	S	Reinstatement	20-4-1981		459	11,700	3,16,078	Continued.	
<i>Bombay—</i>											
3	The Shreeniwas Cotton Mills Ltd., 402 Senapati Bapat Marg, Bombay 400 013.	Pvt.	S	20 per cent Bonus.	20-10-1981		7,570	85,808	33,28,798	Do.	
<i>Bombay—</i>											
4	Hindustan Wvg. Mills Division Mills, Bombay 25.	Spg. & Ltd., Crown	Pvt.	S	Higher Percentage of Bonus for the year 1980.	20-10-1981		3,846	25,353	16,01,750	Do.
<i>Bombay—</i>											
5	The Standard Mills Co. Ltd., Prabhadevi Road, Bombay 400 025.	Pvt.	S	Bonus	20-10-1981		5,083	65,364	25,56,913	Do.	

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<i>Bombay—</i>				<i>G. D.—</i>							
6	Shree Madhusudan Mills Ltd., P. B. Marg, Bombay 400 013.	Pvt.	S	Wages, D. A. etc.	27-10-1981			5,985	1,61,595	32,85,765	Do.
<i>Bombay—</i>				<i>Others—</i>							
7	Poddar Processors G. K. Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Calling for Holiday Working.	23-12-1981			850	12,029	3,49,083	Do.
<i>Bombay—</i>				<i>G. D.—</i>							
8	India United Mills No. 1, Dr. Ambedkar Road, Parel, Bombay 400 012.	Pub.	S	Wages D. A. etc.	18-1-1982			6,806	43,961	23,17,441	Do.
<i>Bombay—</i>				<i>General Demands—</i>							
9	India United Mills, No. 2 (N. T. C.), Kalachowky, Bombay 400 033.	Pub.	S	Wages, D. A. etc.	19-1-1982			506	12,015	6,03,297	Do.
<i>Bombay—</i>											
10	M/s. Kohinoor Mills Co. Ltd., M. M. G. Marg (Unit 1+2), Dadar, Bombay 400 014.	Pvt.	S	Do.	18-1-1982			6,489	1,63,593	30,49,868	Do.
<i>Bombay—</i>											
11	The Kohinoor Mills Co. Ltd., No. 3, 523, L. J. Road, Dadar, Bombay 400 028.	Pvt.	S	Do.	18-1-1982			1,156	31,212	5,51,141	Do.
<i>Bombay—</i>				<i>G. D.—</i>							
12	The Bradbury Mills Ltd., Maulana Azad Road, Bombay 400 011.	Pvt.	S	Wages D. A. etc.	18-1-1982			3,599	49,530	13,92,000	Do.

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>				<i>G.D.—</i>						
13	The Morarjee Gokuldas Spg. & Wvg. Co. Ltd., Unit No. 2, Lower Parel, Bombay 400 012.	Pvt.	S	Wages, D.A. etc.	18-1-1982		3,539	37,459	12,58,761	Continued.
<i>Bombay—</i>				<i>General Demands—</i>						
14	Swan Mills Ltd., (Unit Swan), T. J Road, Sewree, Bombay-400 015.	Pvt.	S	Wages, D.A. etc.	17-1-1982		3,119	29,192	11,70,153	Do.
<i>Bombay—</i>				<i>General Demands—</i>						
15	Swan Mills Ltd., (Process House) T. J. Road, Sewree, Bombay 400 015.	Pvt.	S	Wages, D. A. etc.	18-1-1982		1,618	12,604	5,21,818	Do.
<i>Bombay—</i>				<i>General Demands—</i>						
16	Bharat Textile Mills, Ganpatrao Kadam Marg, Lower Parel, Bombay 400 013.	Pub.	S	Wages, D.A., etc.	18-1-1982		2,231	11,746	8,12,761	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
17	Jupiter Textile Mills (Unit of N.T.C.) B.M. Marg, Parel, Bombay 400 013.	Pub.	S	Wages D.A. etc.	18-1-1982		3,994	20,145	11,03,401	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
18	The Tata Mills Ltd., Dr. B. A. Road, Dadar, Bombay-400 014.	Pvt.	S	Wages, D. A. etc.	18-1-1982		7,217	1,77,320	34,00,700	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
19	The Podar Mills Ltd., N. M. Joshi, Marg, Chinchpokli, Bombay 400 011.	Pvt.	S	Wages D. A. etc.	18-1-1982		3,555	61,178	14,28,616	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
20	The Simplex Mills Co. Ltd., 30, Keshavrao Khade Marg, Sant Marg, Gadge Maharaj Chowki, Bombay 400 011.	Pvt.	S	Wages, D. A. etc.	18-1-1982		2,701	60,944	16,48,679	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
21	The New City of Bombay Mfg. Co., Ltd., 63, T. B. Kadam Marg, Bombay 400 033.	Pvt.	S	Wages D. A. etc.	18-1-1982		2,160	27,981	9,07,102	Do.
<i>Bombay—</i>				<i>G.D.—</i>						
22	The Gold Mohur Mills Ltd., Dadasaheb Phalke Road, Dadar, Bombay 400 014.	Pvt.	S	Wages, D. A. etc.	18-1-1982		2,670	54,047	10,33,721	Do.

LABOUR GAZETTE - NOVEMBER 1983

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppage		No. of Workers Involved	Man-days lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
<i>Bombay—</i>				<i>General Demands—</i>						
23	The Khatau Mankanji Spg. & Wvg. Co. Ltd., B. J. Marg, Byculla, Bombay-400 027.	Pvt.	S	Wages D.A. etc.	18-1-1982	—	6,700	36,052	20,68,123	Continued
<i>Bombay—</i>				<i>G. D.—</i>						
24	The Finlay Mills Ltd., Parel, Bombay 400 012.	Pvt.	S	Wages D. A. etc.	18-1-1982	...	4,303	92,043	18,82,779	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
25	Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, G. K. Marg, Bombay 400 013.	Pvt.	S	Wages D. A. etc.	18-1-1982	...	1,394	17,791	8,08,016	Do.
<i>Bombay—</i>				<i>Do.</i>						
26	The Modern Mills Ltd., 101, K. Khadye Marg, Bombay 400 011.	Pvt.	S	Do.	19-1-1982		3,246	42,957	13,14,215	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
27	Swadeshi Mills Co., Ltd., Kurla, Bombay-400 070.	Pvt.	S	wages D. A. etc.	18-1-1982		3,906	37,560	14,84,646	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
28	The Phonix Mills Ltd., Lower Parel, Bombay 400 013.	Pvt.	S	Wages D. A. etc.	18-1-1982		3,586	86,200	16,89,032	Do.
<i>Bombay—</i>				<i>G. D.—</i>						
29	Mumbai Textile Mills, Senapati Bapat Marg, Bombay 400 013.	Pvt.	S	Wages D. A. etc.	18-1-1982		3,300	29,076	10,23,376	Do.
<i>Pune—</i>				<i>Others—</i>						
30	Swastik Rubber Products Ltd., Khadki, Pune 411 003.	Pvt.	L	Labour trouble.	14-3-1982		1,260	32,164	5,43,724	Do.
<i>Bombay—</i>				<i>General Demands</i>						
31	Bedrock Tyre and Rubber Co. Pvt. Ltd., M. G. Road, Bombay-400 090.	Pvt.	S	Wages D.A. etc.	28-9-1982		895	20,240	2,29,517	Do.
<i>Bombay—</i>				<i>Labour Trouble, Bonus for the year 1981.</i>						
32	Calico Dyeing Printing Mills Ltd., Industrial Estate, Dr. Ambedkar Rd., Bombay 400 012.	Pvt.	L	Labour Trouble, Bonus for the year 1981.	22-12-1982		585	15,795	1,11,735	Do.
<i>Thane—</i>				<i>Others—</i>						
33	Indian Aluminium Co. Ltd., Belapur Rd., P. O. Kalwa, Thane 400 605.	Pvt.	S	Abolition of contract labour, false allegations against workmen etc.	23-1-1983		515	13,390	83,430	Do.
<i>Bombay—</i>				<i>Others</i>						
34	The Malleable iron & Steel Casting Co. Pvt. Ltd., Kurla-Andheri Road, Marol Bazar, Andheri (E.) Bombay 400 059.	Pvt.	L	Labour unrest (Suspension from 12-6-1983)	12-6-1983		811	21,086	34,873	Do.

**EMPLOYEES, STATE INSURANCE CORPORATION,  
MAHARASHTRA STATE**

Press note showing the progress during the month of August 1983 to October 1983.

The Employees' State Insurance Scheme applies to Maharashtra State 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, 6,554 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 Dependants benefits dependants 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 1983 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 the month an amount of Rs. 18,89,032.95 was paid towards this benefits.

During the months 1,824 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 the month.

During the months Funeral Benefit in 242 cases amounting to Rs. 24,200.00 was paid.

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

During the 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.

For recovery of arrears of contribution under the Scheme, Legal proceedings were initiated in 115 cases against defaulting Employers.

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