

482



सत्यमेव जयते

LABOUR GAZETTE

VOL LXII

No. 12

AUGUST 1983

SINGLE COPY Rs. 1.25

ANNUAL SUBSCRIPTION Rs. 12

Printed and published by
the Office of the Commissioner of Labour
Department of Maharashtra.

24. MAI 1983

+ 3438

Printed at the Government Central Press, Bombay

LABOUR GAZETTE

Started in 1921, the *Labour Gazette*, issued monthly, is a journal for the use of all concerned 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 law, labour legislation, etc. Special articles on labour etc., are published from time to time.

Annual subscription for the years 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 Cheque/Draft drawn on Bombay Banks.

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,
"Commerce Centre", Tardeo, Bombay 400 034
Tel. No. 393651

LABOUR GAZETTE

Advertisement Rates

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

*Advertisements for 12 pages in the 2nd, 3rd and 4th covers are not accepted.

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

Editorial Board

Editor:

Mr. P. K. Panso, M.A.
Deputy Commissioner of Labour,
Maharashtra State, Bombay (Ex-Officio).

MEMBERS OF THE EDITORIAL BOARD

1. Shri M. V. Beedkar, B.A., LL.B.,
Registrar, Industrial Court,
Bombay.
2. Shri R. R. Karosiya, B.A., Dip. S.S.A. (T.I.S.S.),
Assistant Commissioner of Labour,
Bombay.

LABOUR GAZETTE

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

AUGUST 1983

No. 12

VOL. LXII

CONTENTS	PAGES
THE MONTH IN BRIEF—	711
CURRENT NOTES—	
Proposals for Minimum Wages revision	712
More interest for EPF Subscribers	712
Report on Mill Badli Labour under study	712
Employees guaranteed of PF share	712
Labour makes a victory—DA Panel's terms of reference amended	712
Guidelines revised for ESI Exemption	713
Minimum Wages for workers being raised	714
10 lakh casual railwaymen regularised	715
Several states revise wages	715
Tripartite Panel set up on Engineering Industry	716
ILO meet ends with claims of success in tackling issues	717
India keen to head ILO	718
Standing Labour Committee in the offing	718
Norms for funds release for bonded labour	718
Adoption of the International Labour Conference New Standards for disabled extended for better social security protection.	719
Estate duty clearance to go for PF payment	724
Minimum Wages may be linked with Price Index. CM	725
Rs. 50 to Rs. 70 interim relief to Government employees G.R.'s name proposed for Arbitration Board.	725
19-Member Panel set up to advise on jobs for women	727
Tripartite Panel on Cotton Textile industry set up	727
GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS.	729
CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA STATE.	
Bombay	745
Solapur	746
Nagpur	747
Pune	748
Jalgaon	749
Nanded	750
Aurangabad	751
Ra 4516—1a	

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS BY GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE.

LABOUR INTELLIGENCE -

- Industrial Relations in Maharashtra
- Industrial Disputes in Maharashtra State
- Benefits under Employees State Insurance Act.

Pages

752

753

754

757

766

The Month in Brief

Consumer Price Index for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of June 1983, with average price for the year ended December 1960 equal to 100 were 559, 554 and 548 respectively. The Pune, Dahanu, Nanded and Aurangabad Consumer Price Index Numbers for Working Class for the month of June 1983 with the average prices for the year ended December 1961 equal to 100 were 526, 543, 570 and 552 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 June 1983, was 533 as compared to 521 in May 1983. On base 1949-100 derived from 1960 based index worked out to 648 as against 633 for May 1983.

Industrial Disputes in Maharashtra State

During the month of May 1983, there were 92 disputes involving 1,71,094 workmen and time loss of 21,80,637 working days as compared to 84 disputes involving 1,43,143 workmen and time loss of 21,36,316 working days in April, 1983.

Further particulars of Industrial disputes are given at pages 758 to 765 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of June 1983, 10,909 insured persons received Rs. 27,90,024.22 Cash benefit due to employment injuries. This includes 1,665 persons who were in receipt of person for permanent disablement benefit and 1,801 persons who were in receipt of dependents benefits as dependants of deceased insured persons. During the month 3,849 accidents were reported as against 3,616 during the preceding month.

Current Notes

Criteria for Minimum Wages Revision

The Centre proposes to amend shortly the Minimum Wages Act, 1948, with a view to introduce a uniform criteria for revision and fixation of minimum wages in the country. The proposed criteria envisages fixation of general minimum wages with due regard to the basic needs of the workers at the level of poverty-line as defined by the Planning Commission. The poverty-line as defined by the Planning Commission is the midpoint of the monthly per capital expenditure having a caloric intake of 2,400 per person in rural areas and 2,100 per person in urban areas. Hence taking into account the average size of a family of three consumption units—one adult and two children in addition to the employed person—two minimum wages at the poverty-line of worker in the rural areas would be Rs. 228 per month or Rs. 8.75 per day. This is based on the consumer price index number as of 350 during the year 1979-80.

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

More interest for EPF subscribers

Subscribers to the Employees' Provident Fund will get 9.15 per cent interest per annum for 1983-84. Last year, the rate of interest was 8.75 per cent. There are about 10 million subscribers to the Provident Fund.

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

Report on Mill Badli Labour under study

Mr. Veerendra Patil, Union Minister of Labour, told the Consultative Committee of MPs attached to his Ministry on July 6, 1983 that out of 60 textile mills in Bombay where labour was on strike, 57 mills had started operations and 1.32 lakhs workers were present on June 30, 1983. The remaining three mills were closed still. Total cotton textile output as on June 30, was 26,78,794 metres. He added that the Deshpande Committee had submitted its report on house rent allowance and the same was paid to workers on an advance basis since April 1, 1983. The report on badli workers was under examination of the Commerce Ministry. The Deshpande Committee was also considering the question of wage as well.

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

Employees guaranteed of PF Share

Employees will henceforth get at least their share of the provident fund at the time of final payment with interest even if their employers had defaulted in remitting their amount to the PF organisation. This decision was taken by the Central Board of Trustees of the Employees Provident Fund on July 16, 1983, which decided to create a "special reserve fund" for the purpose.

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

Labour Scores a Victory—DA Panel's terms of reference amended

In deference to the wishes of the central trade union organisations, the Government announced on June 26 a change in the terms of reference of the tripartite

committee for the consideration of the industrial dearness allowance formula for the payment of dearness allowance to the employees in the Central public enterprises.

The committee will now consider only enhancement in the present rate Rs. 1.30 per point shift in the all India consumer price index.

It will, not go into the question whether or not any enhancement in the present formula is called for, as notified in the original terms of reference. The modification was officially announced following its approval at a meeting of the Union Cabinet here on June 25.

Soon after the announcement of the terms of reference of the tripartite committee, the INTUC expressed its reservations while pointing out that the terms of reference had not been drafted keeping in view the genesis of the committee.

The other trade union centres represented on the committee were also opposed to the terms of reference and announced their decision against participation unless they were suitably amended.

Their contention was that while in January there was an agreement between the trade union centres and the Government providing for a committee to decide on the higher quantum of dearness allowance, the terms of reference called for a fresh look at the question of dearness allowance formula.

In a statement Shri G. Ramanujam pointed out that the committee was constituted in pursuance of an agreement by the Government of the demand of the labour representatives on the joint bipartite committees of major Central public sector enterprises, since it was found that no individual joint committee could take a decision, in isolation, on the issue of a revision in the rate of dearness allowance of the present Rs. 1.30 per point.

He said that the terms of reference, instead of being simple and direct only to the extent of increase, had been made very much involved.

The tripartite committee is headed by the Union Labour Minister, Shri Veerendra Patil and the first meeting is scheduled to be held on July, 7.

The Committee consists of six representatives of the Government, six of Central public sector undertakings and seven of the trade union centres. The INTUC has been accorded two seats on the committee.

(Indian Worker, dated 4th July 1983).

Guidelines revised for ESI exemption

The Centre has revised guidelines for grant and renewal of exemptions from medical care under the Employees State Insurance (ESI) Act.

For exemptions the establishment will now have to verify that the employer has his own arrangement at least for out-door medical care.

In case the employer is not having his own arrangement for specialist and indoor treatment, the should have arrangements with other hospitals without having to pay for the same.

The exemption or renewal of exemption may not be recommended where there is no medical arrangement of the employer, and the employees are entitled only to the reimbursement of medical expense.

Medical treatment under the scheme of employer should be available to all workers and their family members.

The employer should have the provision for supply of artificial limbs, aids and appliances including dialysis, and kidney transplant.

The cash benefit leave salary provided by the employer to the employees in case of sickness maternity and employment injury should be substantially similar or superior to those admissible under the ESI Act.

For the purpose of comparison of sickness benefit the corporation may not insist on the provision of sick leave etc. of 91 days duration. The corporation may consider provision for grant of leave considering earned leave comparable to 56 days sickness benefit on half-pay as was the position before May 1, 1977, i. e. before enhancement of sickness benefit from 56 days to 91 days.

For the purpose of comparison of this benefit the earned leave available to the employees may also be taken into account.

The exemption to employee or class of employees will be given to those who remain away from their head office for more than seven months during the year or who are posted in non-implemented area etc.

The standing committee of the ESI Corporation which met here on June 29 has recommended that the scheme may be extended to the powerlooms in Rajasthan and progressively to other areas.

It also approved the delegation of powers to a large number of functionaries of the corporation to undertake legal proceedings and also represent the corporation in the courts.

Regarding increase in the ceiling on expenditure on medical care the members were informed that the enhanced ceiling could be made available to those states which are prepared to increase their shares of cost of economic benefits.

Regarding recovery of arrears the committee was informed that special recovery cells had been approved by the corporations for the regional offices, Andhra Pradesh, Bihar, Haryana Gujarat, Karnataka, Tamil Nadu, Madhya Pradesh, Pondichery and West Bengal.

The proposal from regional office Kerala is under process.

The regional directors of the remaining regions are pursuing the matter, with the respective State Government's authorities for setting up of special recovery cells. Efforts are also being made to have combined recovery cells with the Employees Provident Fund Organisation.

(Indian Worker, dated 11th July 1983)

Minimum wages for workers being raised

The minimum wages of workers engaged in agriculture, construction and mines are being raised by 11.6 per cent.

Official source said here on June 28 that the revision in minimum wages for these sections of workers will range between Rs. 7.50 and Rs. 11.25 a day for unskilled workers depending on the regions.

The minimum wages for semi-skilled workers are Rs. 9.50 to Rs. 14 a day, for skilled Rs. 12 to Rs. 17.25 and for highly skilled from Rs. 15.25 to Rs. 22.25.

At present wages in agriculture and building construction for unskilled range between Rs. 6.75 and Rs. 10 a day, semi-skilled Rs. 8.50 to Rs. 12.50 skilled Rs. 10.75 to Rs. 16 and for highly skilled Rs. 13.75 to Rs. 20.

The new wages for workers in mines above ground for unskilled, semi-skilled and skilled are Rs. 9.75, Rs. 12.25 and Rs. 15, respectively. The wages for unskilled working below ground has been fixed at Rs. 11.75, semi-skilled Rs. 14.75 and skilled Rs. 18, respectively.

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

(Indian Worker, dated 4th July 1983)

1.3 lakh casual railwaymen regularised

The Ministry of Railways has taken major steps to improve the status and conditions of service of the 80,000 strong casual labour force employed on its various construction projects.

On the initiative of the ministry of railways, it has been decided that all such casual labour will be treated as monthly rated workers instead of daily rated labour on the completion of 180 days of continuous service with immediate effect. They will now be entitled for consolidated monthly basic pay plus Dearness Allowance, and also nine holidays in a year instead of three as at present.

This latest reformative step is expected to better the lot of casual labour who are engaged in the construction of new lines, bridges, tunnels etc. and other projects of the Railways in some degree.

The Railways have also issued instructions to regularise the services of a large number of casual labour employed in the 'open line' system, that is those who are engaged in the day to running of the Railways. It is expected that this de-casualisation will benefit about 50,000 'open line' casual labour.

(Indian Worker, dated 4th July 1983)

Several States revise wages

The Centre has added the employments in cleaning and loading and unloading on railway, goods sheds, docks and ports to the schedule to Minimum Wages Act.

The State Government have revised wages in number of employments and also notified proposals to revise wages in various employments, says an official release here on June 16.

In Uttar Pradesh, the minimum rates of wages in the employments in construction and maintenance of roads and in building operations, and stone crushing have been revised.

The administration of Andaman and Nicobar islands has revised minimum wages in wood based industries and construction and maintenance of roads or in building operation.

In Punjab the minimum wages in respect of agriculture workers have been revised.

The Bihar Government has notified proposals to revise the minimum wages for certain categories of employees engaged in rice, dal, flour and Oil mills.

Tamil Nadu revised the minimum wages of the employees in the handloom weaving industry. Minimum wages in powerloom industry and soap manufacturing also been fixed.

The Orissa Government has notified proposals to revise the minimum wages in construction or maintenance of dams in embankments, irrigation projects sinking of wells and tanks, construction of roads, building, stone breaking and stone crushing.

Haryana has revised the minimum wages in the employment in agriculture to neutralise rise in consumer price index whereas the Government of Assam has notified proposals to revise the minimum wages in employments in streamer ghats, the release said.

(Indian Worker, dated 4th July 1983)

Tripartite panel set up on engineering industry

The Central government has constituted a tripartite industrial committee for the engineering industry under the chairmanship of Shri Veerendra Patil, Minister for Labour and Rehabilitation to study the problems in the labour field specific to the industries and find solutions.

The workers are represented by Indian National Trade Union Congress, United Trade Union Congress, Bhartiya Mazdoor Sangh, Hind Mazdoor Sabha, All India Trade Union Congress and Centre of Indian Trade Unions.

The allocation of seats to the different workers organisations would be subject to change when the final membership figures of the different central worker's organisations as on December 31, 1980, are available, says an official release.

The employers on the committee will be represented by Heavy Engineering Corporation, Bharat Heavy Electricals Ltd., Hindustan Machine Tools, Association of Indian Engineering Industries, Instrumentation Ltd. All India Manufacturer's Organisation, Federation of Associations of Small Employers, Federation of Engineering Industries, All India Organisation of Industry of India and Standing Conference of Public Enterprises (SCOPE).

The Central Government will have representatives from the ministers of Labour, Industry and departments of Electronics and the Defence production.

The representatives from the States of West Bengal, Maharashtra, Bihar, Tamil Nadu, Uttar Pradesh, Punjab and Karnataka are also members of the committee.

The composition of the committee as a whole would remain valid for a period of three years. The Central Government has already set up committees for cotton textile, jute, plantation and chemical industry.

(Indian Worker, dated 4th July 1983).

ILO meet ends with claims of success in tackling issues

The three-week annual conference of the International Labour Organisation (ILO)—with government, employer and worker delegates from the 150-member nations representing between them a total labour force of some 1900 million—came to an end here on June 22 with a call given for a co-ordinated international action to fight youth unemployment.

The conference also agreed on a series of measures to combat unemployment, child labour, South Africa's racist apartheid policy as well as on the need for an effective vocational rehabilitation and training programme for the world's 450 million disabled.

A resolution adopted unanimously at the closing session also urged ILO member-States to "apply fully to young people the principle of equal remuneration for work of equal value" and to take "effective action" to "guarantee a secure future for the young."

It said specific attention should be given to improving working conditions and job opportunities in the rural areas.

Almost 2,000 delegates from 138 countries attended the conference.

The conference also took up the fundamental question of amending the ILO constitution designed to bring about structural changes and revision of its 1964 employment convention to fit in with the changing world situation.

After detailed discussions the conference decided to remit these two issues for final action next year.

South Africa's apartheid policy was the target of overwhelming condemnation from the delegates who were unanimous in calling for the elimination of this evil practice through sustained support for the anti-apartheid campaign and for the black workers of Southern Africa.

The conference urged the ILO to organise a tripartite conference in one of the frontline States to review the progress of actions taken so far and to initiate other appropriate measures to bring about early elimination of apartheid from the region.

In an exclusive interview, the ILO Director-General described the decision and conclusions of the conference as yet another step forward in the slow but steady advance towards an economically secure and more rewarding life for the world's labour force.

He also cited in particular the adoption of the ILO report on apartheid as evidence of the ILO's commitment to safeguard basic human rights.

(Indian Worker, dated 4th July 1983).

India keen to head ILO

India is keen to head the Governing Body of the International Labour Organisation (ILO) in 1984-85.

The one-year term of chairmanship of the ILO Governing Body is rotated among the different regional groups.

The chairmanship for the current year (1983-84) is held by Kenya representing the African group.

(Indian Worker, dated 4th July 1983).

Standing labour committee in the offing

The Union Labour Ministry is reported to be seriously considering the constitution of a tripartite Standing Labour Committee for periodical discussions and consultations on matters concerning labour.

According to sources in the Labour Ministry, the Committee is proposed to be composed of six representatives each of workers and employers along with the representatives of the Government. The INTUC's share is said to be two.

The proposal for such a standing committee is said to have been mooted in order to have some working arrangement since a tripartite national conference is an unwieldy affair demanding considerable time for preparations.

(Indian Worker, dated 11th July 1983).

Norms for funds release for bonded labour

The Government has revised the procedure for release of funds to the State Governments to accelerate the pace of rehabilitation of bonded labourers.

Announcing this at the consultative committee meeting of the members of Parliament attached to his ministry here on July 6, Labour Minister, Veerendra Patil said that all schemes will now be screened and sanctioned by the State Governments at the State level.

The minister stated that the screening committee would be set up under the secretary of the concerned department dealing with bonded labour.

The representatives of the department of Agriculture, Rural Development, Animal Husbandry and such other departments as the State Government might think fit would be members. The Director General of Labour Welfare or an Officer nominated by him would be associated with the screening committee. The District Magistrate or his nominee would also be invited to attend the meeting of the committee, the minister added.

According to the guidelines, after sanctioning of the scheme by the screening committee, the State Government would release its full share of grant to the District Magistrate concerned in one single instalment subject to the condition that the grants released for the district earlier had been fully utilised and necessary utilisation certificates furnished on the prescribed form.

A copy of the release order issued by the State Government would be sent to the labour ministry at the Centre on the strength of which the ministry would release the full Central share in one instalment.

On the suggestion of the members that procedure for settlement of family pension should be further streamlined, the minister invited the views of the trade union centres so that it could be considered by the Central Board of Trustees.

Regarding verification of membership of the Central trade unions, the minister informed members that the work of physical and personal interrogation in respect of objected unions and those, which were covered under 'wide verification' scheme, was in progress and was nearing completion.

He told the members that against the target of rehabilitating 35,828 people, as many as 36,019 bonded labourers had been rehabilitated in 1982-83. This was a continuing programme and more workers were being identified, he said.

Members who inquired about the prolonged textile strike in Bombay were told that out of 60 mills which went on strike (more than two years ago) 57 had reopened with a total attendance of 1,32,212 as on June 30. The remaining three mills were closed.

The committee under the chairmanship of Justice V. S. Deshpande to look into the problems of the textile workers in Bombay had given its report on some issues like payment of house rent allowance, which had been paid from April 1, and on "badil" (substitute) workers which was under examination.

The minister also stated that the resettlement of former West Pakistan displaced persons was almost complete. The efforts were on to normalise the administration of the various project set up for settlement of migrants from former East Pakistan in various States. The work relating to repatriates from Uganda, Mozambique, Zaire, Vietnam and Burma was also largely over.

Regarding Sri Lanka repatriates, as against six lakh persons of Indian origin together with their natural increase, who were to be repatriated by October 1981, 3,09,311 accountable persons together with their natural increase of 1,05,579 persons comprising 1,03,926 families had been repatriated upto May, 1983. Of them, about 83,000 families had been given rehabilitation assistance.

As regards persons affected by disturbances in Assam, the number of such persons in various camps in Assam at the peak period was 3,10,732 who were accommodated in 250 relief camps. The camp inmates had started going back to their villages. They were also given rehabilitation assistance of the order of Rs. 39.58 crore. According to information, as on June 24, 1983, only 5,010 persons were left in the 12 relief camps, he added.

(Indian Worker, dated 18th July 1983).

69th Session of the International Labour Conference—New standards for disabled extended—for better social security protection

International labour standards to promote the employment of disabled persons to ensure better social protection for millions of people working in countries other than their own were adopted by the 69th Session of the International Labour Conference which concluded here on June 22.

The assembly of 1,850 government-employer-worker delegates and advisers from 138 member countries of the ILO reached at comprehensive conclusions paying the way for adoption next year of a new complementary recommendation on employment policy and in a general discussion underlined the social

objectives of industrialisation. A call for the intensification of the action against apartheid against South Africa was also given.

Vocational Rehabilitation

In adopting an international Convention on vocational rehabilitation and employment, in addition to the envisaged Recommendation, the conference highlighted the importance it attached to the formulation and implementation of a coherent national policy in this field.

The Convention seeks the retifying countries to aim, taking account of their possibilities, at ensuring availability of appropriate vocational rehabilitation measures to all categories of disabled persons and at promoting employment opportunities for these persons in the open labour market.

Some 500 million persons with duly recognised physical and mental impairment, who are confronted with a substantial reduction in their prospects of securing, retaining and advancing in suitable employment, stand to benefit from such measures.

The Convention provides for tripartite consultations on policy implementation, including measures to be taken for the promotion of co-operation and co-ordination between the public and private bodies engaged in vocational rehabilitation.

While the preamble of the Convention stresses the need to ensure equality of opportunity and treatment to all categories of disabled persons in both rural and urban areas, the text emphasises that measures taken in this direction shall not be regarded as discrimination against other workers.

The Recommendation sets out a series of measures aimed at increasing employment opportunities for the disabled, such as assistance and incentives to employers, establishment of various types of sheltered employment, encouragement of the creation of production workshops and co-operatives by and for disabled persons, elimination of physical and architectural barriers or obstacles, facilitation of adequate means of transport, exemption from taxes or other charges on materials and equipment required for rehabilitation programmes, provision of part-time employment and research.

The instrument emphasises collective participation—notably that of representatives of organisations of employers and workers and of the disabled themselves—in determining needs and developing vocational rehabilitation services at national as well as community level.

The Recommendation also deals with—among other matters—the special problems of rural areas and, the training of personnel involved, directly or indirectly, in training, vocational rehabilitation, guidance and placement of disabled persons.

Maintenance of rights in social security

In order to promote the establishment of an international system of maintenance of rights in social security, the Conference adopted a Recommendation complementing last year's Convention on this theme.

Millions of persons who for various work or live beyond their national frontiers should benefit from the conclusion of bilateral or multilateral agreements ensuring them social protection independent of their nationality or place of residence.

All ILO member States are invited to conclude among themselves and with the States concerned appropriate administrative or financial arrangements to remove possible obstacles to the provision of invalidity, old-age and survivors' benefits, pensions in respect of employment injuries and death grants, to which a right is acquired under their legislation, to beneficiaries who are nationals of another country or refugees or stateless persons resident abroad.

Where one of the countries bound by a bilateral or multilateral social security instrument has no legislation in force in respect of unemployment benefit or family benefit, the countries concerned should endeavour to conclude between themselves appropriate arrangements to compensate equitably the loss or the absence of rights resulting therefrom for potential beneficiaries.

The Recommendation indicates that where cash benefits have to be paid to beneficiaries residing in the territory of a State other than the one in whose territory the institution liable for the payment is located, this institution should whenever possible pay the beneficiary direct, particularly in the case of invalidity, old-age and survivors' benefits and also pensions in respect of employment injuries. The transfer should be made with the minimum delay so that beneficiaries may have them at their disposal as quickly as possible. In the case of indirect payment, the institution acting as intermediary should do its utmost to see that the beneficiary shall receive promptly the benefits due.

Annexed to the Recommendation are model provisions for the conclusion of bilateral or multilateral social security instruments and a model agreement for the co-ordination of these instruments.

Employment

The Conference adopted comprehensive conclusions leading to the adoption next year of a new complementary recommendation on employment policy. It also expressed grave concern at the present world unemployment situation and suggested steps that the ILO and its member States can take to combat it.

The Conference confirmed that promotion of full, productive and freely chosen employment, called for by the ILO's Employment Policy Convention, 1964 (no. 122), remains valid as a basic principle and as the means of achieving in practice the realisation of the right to work. This was defined as "including the right of everyone to gain his living by work which he freely chooses or accepts." Economic and social policies, stressing this aim, should be drawn up in co-operation with employers and workers. Satisfaction of the basic needs of the population remains an essential objective.

The Conference discussed a number of factors which have come to light since Convention 122 was adopted. The first is the need to ensure employment of the most disadvantaged groups, such as women, young workers, disabled persons and older workers. The conclusions stress the need for systematic

recruitment and training of young people and for special programmes involving their employment on community projects.

One of the major elements of national employment policy, according to the conclusions, is to facilitate the development of and investment in technology as a means of increasing production and employment. The effects of new technologies on the volume, structure and conditions of employment need to be better understood. Workers should be informed of the effects of new technologies and be associated in decision making concerning their use.

The conclusions recall that national employment policy should recognise the importance of small undertakings and, at least for a transitional period, of the informal sector as providers of jobs.

They also call for increased attention to regional development as a means of correcting the uneven spread of growth and employment between different areas of a country. Measures such as the creation of growth poles and investment in infrastructures and services are advocated. The implementation of public investment and special public works programmes was mentioned as a particularly important method of job creation.

The Conference agreed, as the basis of next year's new standard, that member States should promote the expansion of international trade and economic and social development in order to help one another attain employment growth. Joint policies should be designed to promote a fair distribution of the social costs and benefits of structural adjustment.

The conclusions also cover the need to ensure that international migration takes place under conditions designed to promote full, productive and freely chosen employment, and that persons wishing to remain in their countries or origin do find employment opportunities.

A resolution adopted by the Conference invites member States to ratify and apply ILO standards on employment, and to give priority to measures for the creation of employment opportunities. The ILO is requested to elaborate an international strategy to this effect, to prepare a revised World Employment Programme in the light of recent economic trends and to prepare and publish regularly a "world employment report." It should also strive to promote awareness of employment and basic needs issues in other international fora.

Social aspects of industrialisation

On social aspects of industrialisation, the Conference has involved the whole social and economic system, including the rural sector. Industrialisation, it says, can yield immense benefits for society with some undesirable consequences.

To ensure effective industrialisation strategies, the Conference affirmed, it is essential that there be a positive investment climate and that those strategies, in addition to seeking to achieve the goals of rapid growth, modernisation, creation of wealth and self-reliance, give due importance to the achievement of social goals such as increased employment and income-earning opportunities, greater equality in income distribution, better working conditions especially in the field of safety and health, the satisfaction of basic needs of the population and the social protection of workers and their families."

The general discussion in the Committee on this item reviewed, for the first time since 1967 at international tripartite level, problems relating to social aspects of industrialisation, a subject of special interest for all member States.

For the last several years, the conclusions stated, there had existed a serious worldwide economic recession with record levels of unemployment and major trade and investment obstacles to progress in industrialisation.

The Committee agreed on certain fundamental issues regarding the social aspects of industrialisation such as respect of basic human rights, tripartite and bipartite co-operation, comprehensive and co-ordinated policies in this field, measures to facilitate the introduction of technological changes and effectiveness and efficiency of programme implementation.

Reaffirming the importance of the contribution the ILO can make to industrialisation, the Conference underlined the ILO's mandate to establish labour standards and undertake activities in the field of aspects of industrialisation linked to social and labour questions. In particular it stressed the need for the ILO to continue its activities in the field of industrial training. Future ILO activities in these fields should benefit more directly categories of vulnerable workers, notably women and migrants.

Application of Standards

Of 49 countries of all regions present at the Conference which were invited to give information concerning the discharge of their obligations in respect to international labour standards or compliance with conventions they have ratified, 45 entered into a dialogue with the Conference Committee on the Application of Standards.

Adopting the Committee report by 263 votes against 4, with 164 abstentions, the Conference noted progress in several countries in meeting the obligation to submit newly adopted ILO standards to their legislative authorities but regretted failure to submit by five countries.

It noted with regret 19 cases of failure to supply reports or information requested concerning ratified Conventions.

The Conference noted with interest steps taken by well over 50 governments to ensure compliance with ratified Conventions.

Taking stock of the application of standards on freedom of association, the right to organise, collective, bargaining and rural workers' organisations, the Conference firmly hoped that the survey by the ILO Committee of Experts and the Conference Committee discussion would encourage the recognition and the promotion of freedom of association and would form the basis for member States which had not yet ratified these Conventions to subscribe formally to the principles they contained — respect for which was indispensable for the effective defence of workers and employers throughout the world. It was noted that divergencies existed, particularly in socialist countries, on the provisions concerning the right of workers to establish organisations of their choice. The Conference hoped these divergencies, which reflected different concepts of freedom of association, could be overcome and clarified with ILO assistance.

Noting that this year's discussions had covered such major issues as the principles and methods governing the ILO supervisory system, the situation among the ILO's entire membership in the field of trade union rights, and complex situations affecting the application of fundamentally important standards, the Conference affirmed that a strength of the supervisory system was the opportunity it gave to governments, employers and workers to make known their views. The concern which almost all governments had shown to participate in the discussion testified to their responsiveness to those views. The Conference hoped that its discussions this year would lead to measures ensuring a better application of ILO standards and, through them, a better life for working men and women in all continents.

Resolutions

On subjects not on the Conference agenda, the Conference unanimously adopted a resolution on "young people and the ILO's contribution to International Youth Year," which invited member States to take co-ordinated action without delay to combat youth unemployment, apply fully to young people the principle of equal remuneration for work of equal value, and take specific action to raise the standard of living and improve the quality of work as well as job opportunities for young people in rural areas. The resolution invited the ILO to reflect in the ILO's activities the specific Programme of Measures and Activities to be implemented before and during the Year, in particular those concerning the employment and training of young people for work and for life.

(*Indian Worker, dated 11th July 1983*)

Estate duty clearance to go for PF payment

A proposal to do away with Estate Duty clearance certificate for payment upto Rs. 40,000 to the heirs of the deceased members of the Provident Fund is under consideration of the Board of Trustees of the Central Provident Fund.

The Board of Trustees at its meeting being held this week will consider the proposal that an affidavit and an indemnity bond, instead of an Estate Duty clearance certificate should be sufficient for the purpose.

This proposal, if accepted, will mean lessening, atleast partially, the heavy burden on the heirs of the deceased members of the provident fund who are forced to run from pillar to post to secure an Estate Duty certificate before they can claim the dues.

The present rules entitles nominees or heirs of a deceased member for the payment of dues upto Rs. 15,000 without the production of an Estate Duty certificate, affidavit or indemnity bond.

For dues between Rs. 15,000 and Rs. 25,000 an Estate Duty clearance certificate is not insisted upon but the heirs have to produce an affidavit (that the property passing on the death of the member does not attract Estate Duty) and an indemnity bond (undertaking to indemnify the trustees of the Provident Fund against any future liability because of payment of the dues without an Estate Duty clearance certificate).

The acceptance of the proposal to raise the limit for payment without the Estate Duty clearance certificate along with the earlier decision to raise the exemption limit for Estate Duty to Rs. 1,50,000 should, at least partially, mitigate the woes of hundreds of heirs and nominees who have a hard time getting the various dues.

Another item to be considered by the Board of Trustees is that the contribution by exempted establishment should be at least 8 per cent.

It had been noted at an earlier meeting of the committee to over see the working of exempted establishments, that out of 2,709 exempted establishment the contribution in the case of 221 was between 6 1/4 (6.25 per cent) and 8 per cent, in 1,756 establishments the contribution as 8 per cent and in 732 establishments more than 8 per cent.

According to the present provisions of the Central Provident Fund Scheme, the contribution payable by the employer shall be at the rate of 6.25 per cent of the basic wage, dearness allowance including the cash value of any food concession and retaining allowance payable to each employee. However, the rate of contribution is 8 per cent of the salary in 95 specified industries or classes of establishments. The proposal now is to fix the minimum rate of contribution at 8 per cent for all exempted establishments.

These items apart, the board would also consider the report of the various committees on the working of exempted establishments, payment of monthly family pension through banks, recovery of arrears from employers and investment pattern.

(*Indian Worker, dated 18th July 1983*)

Minimum wages may be linked with price index : CM

The Himachal Pradesh Government is examining a proposal to link the minimum wages with the price index.

Addressing a convention at Palampur, about 40 km. from here, on July 3, the Chief Minister, Shri Virbhadra Singh, said the Government was aware of the problems faced by workers and steps were being taken to solve these immediately.

(*Indian worker, dated 18th July 1983*)

Rs. 50 to Rs. 70 interim relief to Government employees—G. R.'s name proposed for Arbitration Board

An agreement has at last reached on July 18 between the staff side and the Government in the Joint Consultative Machinery for Central Government Employees on the issue of interim relief.

The agreement, costing the national exchequer Rs. 350 crores, provides for interim relief to all employees drawing upto a salary of Rs. 1,600 per month each will be applicable also to the armed forces as well as the Centrally administered Union Territories.

As per the agreement, the relief would be at the rate of Rs. 50 per month to employees drawing a basic salary upto Rs. 300 a month, Rs. 60 to

those with a basic salary upto Rs. 700 a month and Rs. 70 to those in Rs. 700 and Rs. 1,600 salary range. The interim relief will be taken into account for pensionary benefits.

The grant of interim relief would partly meet the demand for pay parity with public sector employees. Viewed in the context of the Government's earlier offer of an interim relief of Rs. 25, which was later raised to Rs. 35 in May, the present agreement at JCM appears to be an important advance for the Central Government employees in terms of monetary gains.

However, there persists the feeling that this concession is inadequate if measured in terms of the wide gap between the salaries of the Government employees and those of the public sector employees.

Meanwhile, a spokesman of the Union Finance Ministry is reported to have said that the Government has not taken any decision on the grant of interim relief.

According to rough estimates, of the 3.5 million Central Government employees (excluding armed forces), 60 per cent fall under lowest slab of basic pay and 36 per cent of the employees account for those drawing upto Rs. 700 per month. Another 3.7 per cent fall in the basic pay range between Rs. 700 and Rs. 1,600 per month. Only 0.33 per cent of them belong to Class I employees whose basic pay is over Rs. 1,600.

It is also estimated that a class III employee, on retirement, will get an additional amount of Rs. 3,000 by way of gratuity and other retirement benefits, while a class IV employee would get about Rs. 1,500 more on retirement.

Doubts raised about the Government's intention on the payment of DA, following the Finance Minister's announcement regarding the setting up of the Fourth Pay Commission was set at rest by the Government's Commitment to continue to pay DA at the present rate till the Commission came out with its fresh recommendations.

Pending issues

On July 16, INTUC President N. K. Bhatt in a letter to the Union Finance Minister, while urging for the immediate payment of the interim relief, had voiced his concern over the delay in settling the pending issues concerning the Central Government employees.

One of the pending issues is with regard to the payment of arrears of DA and HRA for the year 1981. It was agreed that the payment would be made in cash and not deposited in the PF accounts. It has since been decided to refer the entire issue of HRA and CCA to Central Pay Commission.

The Joint Consultative Machinery also discussed issues related to the terms of reference, the composition and the procedure to be adopted by the Fourth Pay Commission. Cabinet Secretary Krishnaswamy Rao Saheb, who chaired the meeting, agreed to advise the Pay Commission to discuss the issue of procedure with the staff side.

The staff side suggested that the panel of Board of Arbitration should also include one representative of the workers and gave five names viz. INTUC

Secretary G. Ramanujam, Shri Baga Ram Tulpul, Smt. Maitraye Homi Daji and Shri S. M. Joshi and wanted anyone of them selected for representing labour on the Board of Arbitration.

The official side also told the JCM that the Pay Commission would be required to submit its interim report on pay scales by October, 1984. This announcement was welcomed by the staff side since it would remove one of the major grievances of the employees that the pay commissions were time consuming.

It is worth noting that in all 42 recommendations of the Third Pay Commission were still to be implemented and out of these ten have been selected for reference to the new Pay Commission and the remaining 32 continue to be discussed.

However, a section of the Central Government employees' organisations, not represented on the JCM, have voiced their opposition to the JCM agreement on staff side's demand.

There was no doubt some difference of opinion in the staff side on whether to accept or not the Government's upward revision in their offer of interim relief. At a separate meeting of the staff side, prior to the finalisation of the agreement at the meeting of the JCM, the proposal that the interim relief issue (in terms of wage-parity demand) be referred to the National Tribunal, got the support of only a small minority.

(*Indian Worker*, dated 25th July 1983)

19-member panel set up to advise on jobs for women

The Union Government has set up a 19-member Advisory Committee with Shri Veerendra Patil, Labour and Rehabilitation Minister, as Chairman, to advise on the employment opportunities to women.

The committee has members representing Central and State Governments, Parliament, women organisations and trade union organisations.

Shri Dharam Vir, Minister of State for Labour is the Vice Chairman.

The INTUC has two seats in the panel held by Miss E. D'Souza and Dr. (Miss) S. Vijayalakshmi, Chairman and Vice-Chairman respectively of the INTUC Women Workers' Committee.

(*Indian Worker*, dated 25th July 1983.)

Tripartite panel on cotton textile industry set up

Union Labour Minister Veerendra Patil will head a tripartite industrial committee for cotton textiles set up by the Government here on July 9 to study labour problems of the industry and suggest solutions.

The intention is to study and discuss the problems with a view to bringing about a better understanding between workers and employers.

The workers are represented by the Indian National Trade Union Congress, All India Trade Union Congress, Hind Mazdoor Sabha, Centre for Indian Trade Unions, Bhartiya Mazdoor Sangh, National Labour Organisation and National Front of Indian Unions.

The employers on the committee will be represented by the Indian Cotton Mills Federation, All India Organisation of Industrial Employers, Employer's Federation of India, All India Federation of co-operative Spinning Mills and National Textile Corporation.

The Central Government will have representatives from the Ministries of Labour and Rehabilitation and Commerce. The States, will be represented by Maharashtra, Tamil Nadu, Madhya Pradesh, Punjab, West Bengal, Andhra Pradesh, Gujarat and Kerala.

The composition of the committee as a whole would remain valid for a period of three years. The Government has already set up similar committees for jute, engineering industry, plantation and chemical industry.

(*Indian Worker, dated 25th July 1983*)

Gist of Important Notifications under Labour Laws

I BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) *Appointments under the Act.*— (1) In exercise of the powers conferred by section 10 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri R. N. Gawande, Member, Industrial Court, Bombay to be the President of the Court of Industrial Arbitration, in place of Shri H. H. Kantharia.

(Notification No. BIR/1183/6721/Lab-9, dated 31st March 1983, published in *M.G.G.*, Part-I-L dated 23rd June 1983, page No. 3859).

(2) In exercise of the powers conferred by section 10 of the said Act, the Government of Maharashtra has re-appointed Shri B. P. Talathi, retired Member, Industrial Court, Bombay to be Member of the Court of Industrial Arbitration.

(Notification No. BIR/1182/6761/Lab-9, dated 22nd April 1983, Published in *M.G.G.*, Part-I-L, dated 23rd June 1983, Page No. 3868).

(3) In exercise of the powers conferred by sub-section (1) of section 4 of the said Act, the Government of Maharashtra has appointed Shri P. J. Ovid, to be Commissioner of Labour, Bombay for the State of Maharashtra.

(Notification No. BIR/1183/6765/Lab-9, dated 26th April 1983, Published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3870)

(4) In exercise of the powers conferred by section 9 of the said Act, the Government of Maharashtra has appointed Shri S. B. Chougule, Judge, Second Labour Court, Pune as Presiding Officer, to Preside over the Ninth Labour Court, Bombay

(Notification No. BIR/1183/6766/Lab-9, dated 27th April 1983, Published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3870).

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

(A) *Declaration of relief undertakings under the.*— (1) In exercise of the powers conferred by Section 3 and 4 of the said Act the Government of Maharashtra has declared the relief undertaking called Messrs Swastik Rubber Products, Kirkee, Pune-411003 for a further period of one year commencing on 20th day of April 1983 and ending on 19th day of April 1984 (both days inclusive) subject to conditions as specified in the said notification.

(Notification No. BRU/1083/935/IND-10, dated 19th April 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3866-67).

(2) In exercise of the powers conferred by Section 3 and Sub-clause (iv) of clause (a) of Sub-section (1) of Section 4 of the said Act, the Government of Maharashtra has amended the I. E. and L. Department Notification No. BRU/1082/9043 IND-10, dated 26th November 1982 as follows.

In the Schedule to the said notification after entry (5), the following new entry shall be added, namely

“(6) Rights and liabilities incurred in respect of Maharashtra State Textile Corporation, Industrial Development Bank of India, Industrial Finance Corporation of India, Maharashtra State Financial Corporation, State Industrial and Investment Corporation of Maharashtra and State Bank of India.”

(Notification No. BRU/1082/9043/IND-10, dated 22nd April 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3867-68).

(3) In exercise of the powers conferred by Section 3 and 4 of the said Act, the Government of Maharashtra has declared the relief undertaking named Messrs Phoenix Mills Ltd., Bombay shall, for a further period of one year commencing on the 4th day of May 1983 and ending on

the 3rd May 1984 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to fulfill the conditions specified in the said notification.

(Notification No. BRU/1083/9366/IND-10, dated 4th May 1983 published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3873-74).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(A) *Appointments under the Act.*—(1) The Commissioner of Labour, Bombay appointed persons mentioned in column 2 of the schedule herein below (they having the necessary qualification prescribed under Rule 17 of the Maharashtra Shops and Establishments Rules, 1961) to be Inspectors for the purposes of implementation of the provisions of the said Act in the local area specified in column 3 herein below against each name.

SCHEDULE

Serial No.	Name of the Inspector	Name of the local area.
1	2	3
1	Shri R. L. Joshi	Ichalkaranji Municipal Council Area (District Kolhapur).
2	Shri S. Y. Tarwarkar	Amravati Municipal Council Area (District Amravati).
3	Shri A. N. Kamble	Ulhasnagar Municipal Council Area (District Thane).
4	Shri M. J. Muthal	Bhiwandi Municipal Council Area (District Thane).

(Notification No. CL BSE/NFN/2183/H. O. XII, dated 24th March 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3861).

IV. FACTORIES ACT, 1948

(A) *Notifications under the Act.*—The following draft of rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-section (1) of section 6 and section 112 of the Factories Act, 1948 (LXIII of 1948), and of all other powers enabling it in this behalf, is hereby published as required by section 115 of the said Act for the information of all the 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 on or after the 15th August 1983.

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

DRAFT RULES

1. These rules may be called the Maharashtra Factories () Amendment) Rules, 1983.

2. In the Maharashtra Factories Rules, 1963, after rule 3 the following new rule shall be inserted, namely:—

“3-A. *Certificate of stability.*—(1) No manufacturing process shall be carried out in any premises of a factory constructed, reconstructed or extended or in any premises which has been taken into use as a factory or part of a factory until a certificate of stability is issued by a competent person in respect of every work of engineering construction in the Form I-A, has been sent by the Occupier of the factory to the Chief Inspector of Factories, and approved by him :

Provided that, for the factories which are in existence on the date of the notification of these rules, the certificate of stability in Form I-A may be sent to the Chief Inspector within 3 months from the date of notification :

Provided further that no manufacturing process shall be carried out in any premises of a factory unless a fresh certificate of stability in Form I-A is obtained from a competent person once in each period of 5 years or after extension, alteration, repairs or addition of any work of engineering, construction or replacement of addition of machinery, plant etc. and sent to the Chief Inspector :

Provided also that, the foregoing provisions are without prejudice to the provisions of section 39 and 40.

Explanation (1).—For the purpose of this rule competent person means—

(i) A member of Associate member of Institute of Civil Engineers, or

(ii) a member of Institute of Structural Engineers,

(iii) a full member of associate member of Institute of Engineers (India), in the branch of Civil Engineering or Structural Engineering ;

(iv) a Civil Engineer or Public Works, not below the rank of Executive Engineer.

Explanation (2).—“Work of Engineering Construction” means “any building, rank, silo, scaffold, platform, chimney, bridge, supporting structural work, retaining wall, or any similar structure.”.

Form of Certificate of Stability

1. Name of the factory
2. Village, town and district in which the factory is situated
3. Full postal address of the factory
4. Name of the Occupier of the factory
5. Nature of manufacturing process to be carried on in the factory
6. Number of floors on which workers will be employed

I certify that I have inspected the premises the plans of which have been approved by the Chief Inspector in his letter No. dated and examined the various parts including the foundations with special reference to the machinery, plant, etc. that have been installed. I am of the opinion that all the works of engineering construction in the premises is/are structurally sound and that its/their stability will not be endangered by its/their use as a factory/part of a factory for the manufacture of for which the machinery, plan, etc. installed are intended.

Signature

Qualifications

Address

Date

If employed by a company or association, name and address of the company or association.

(Notification No. FAC/2081/8294/Lab-4, dated 11th May 1983, published in *M. G. G.*, Part I-L, dated 23rd June 1983, page No. 3877-78).

V. INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appointments under the Act.*—In exercise of the powers conferred by section 8 of the said Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri R. N. Gawande, Member, Industrial Court, Bombay in place of Shri H. H. Kantharia.

(Notification No. IDA. 1183/6722/Lab-9, dated 31st March 1983, published in *M.G.G.*, Part I-L, dated 23rd June, 1983, page No. 3860).

(2) In exercise of the powers conferred by section 7 of the said Act, the Government of Maharashtra has reappointed Shri S. B. Chaugule, as presiding officer of the Second Labour Court, Pune to be the Presiding Officer of the Ninth Labour Court, Bombay.

(Notification No. IDA. 1183/6767/Lab-9, dated 27th April 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3871).

(3) In exercise of the powers conferred by sub-section (4) of the section 25-0 of the said Act, the Government of Maharashtra has specified the Industrial Tribunal, consisting of Shri R. N. Gawande, President, Industrial Court, Bombay for the whole of the State of Maharashtra, for the purpose of sub-section (4) of the said section 25-0.

(Notification No. IDA. 1082/1400/(2770)/Lab-2, dated 5th April, 1983, published in *M.G.G.* Part I-L, dated 23rd June, 1983, page No. 3864).

(4) In exercise of the powers conferred by section 8 of the said Act, the Government of Maharashtra has re-appointed Shri B. P. Talathi, to be the Presiding Officer of the Industrial Tribunal, Bombay.

(Notification No. IDA. 1182/6762/Lab-9, dated 22nd April 1983, published in *M.G.G.*, part I-L, dated 3rd June, 1983, page No. 3869).

(B) *Notification under the Act.*—(1) In exercise of the powers conferred by Sub-clause (vi) of Clause (n) of section 2 of the said Act, the Government of Maharashtra has declared the industry engaged in the manufacture of basic heavy organic chemicals and employing 20 or more workmen to be a public utility service for the purpose of the said Act for a period of 6 months commencing from 5th May 1983.

(Notification No. IDA. 11483/2764/Lab-2, dated 5th May 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3875).

(2) 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 1 service in Hospitals to be public utility service for the purpose of the said Act for a period of 6 months commencing from 5th May 1983.

(Notification No. IDA. 1483/2765/Lab-2, dated 5th May 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3875).

(3) In exercise of the powers conferred by proviso to Sub-Clause (n) of Section 2 of the said Act, the Government of Maharashtra has declared Oxygen and Accetylene Industry to be a public utility service for a period of six months commencing from 12th May 1983.

(Notification No. IDA. 1483/2843/Lab-3, dated 11th May 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3876).

(4) In exercise of the powers conferred by sub-clause (vi) of clause (n) of section 2 of the said Act, the Government of Maharashtra has declared the industry viz. the Public Passenger Transport Service by Bombay Metropolitan Transport Corporation Limited to be a public utility service for the purpose of the said Act for a period of six months commencing from the 17th May 1983.

(Notification No. IDA. 1483/2843/Lab-2, dated 17th May 1983 published in *M.G.G.*, Part I-L, dated 23rd June, 1983 ; page No. 3891).

The following draft of rules further to amend the Industrial Disputes (Bombay) Rules, 1957, which the Government of Maharashtra proposes to make in exercise of the powers conferred by section 38 of the Industrial Disputes Act, (XIV of 1947), in its application to the State of Maharashtra, and all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of the said section 38 for the information of all the 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 one month from the date of publication of this notification in the *Official Gazette*.

Any objections or suggestions which may be received by the Commissioner of Labour, Maharashtra State, Commerce Centre, Tardeo, Bombay 400 034 from any person in respect of the said draft before the expiry of the aforesaid period, will be considered by the Government of Maharashtra.

DRAFT RULES

1. These rules may be called the Industrial Disputes (Bombay) (Amendment) Rules, 1983.

In the Industrial Disputes (Bombay) Rules, 1957, in rule 82-B,—

(1) In sub-rule (1) after the words "in English" the words "and in Marathi also shall be inserted :

(2) in sub-rule (2), for the words "A copy of the application, alongwith its version in the regional language and", the words "English and Marathi copies of the application, alongwith its version" shall be substituted :

(3) in sub-rule (3) for the words "A copy of the application", the words "English and Marathi copies of the application" shall be substituted.

(Notification No. IDA. 1083/6583/Lab-9, dated 4th April 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3863).

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

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by Sub-sections (3), (5) and (6) of section 6 of the said Act, read with the proviso to sub-rule (1) of rule 3 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Rules 1970, the Government of Maharashtra has nominated Shri M. R. Tupe, Secretary, Produce Market Committee, Pune as a member of the said Board representative State Government vice Shri G. K. Shinde.

(Notification No. UWA/1383/CR-10193/Lab-5, dated 2nd May 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, page No. 3872).

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

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by section 4 of the said Act, the Government of Maharashtra has appointed Shri R. N. Gawande to be the President of the Industrial Court, Bombay in place of Shri H. H. Kantharia.

(Notification No. ULP. 1083/6723/Lab-9, dated 31st March 1983, Published in *Maharashtra Government Gazette*, Part I-L, dated 23rd June 1983, Page No. 3860).

(2) In exercise of the powers conferred by Section 4 of the said Act, the Government of Maharashtra has reappointed Shri B. P. Talathi to be member of Industrial Court.

(Notification No. ULP. 1083/6763/Lab-9, dated 22nd April 1983, Published in *Maharashtra Government Gazette*, Part I-L, dated 23rd June 1983, Page No. 3869).

(3) In exercise of the powers conferred by section 6 of the said Act, the Government of Maharashtra has reappointed Shri S. B. Chaugule, Judge, Second Labour Court, Pune to preside over as a Presiding Officer of the Ninth Labour Court, Bombay.

(Notification No. ULP. 1083/6763/Lab-9, dated 27th April 1983, Published in *Maharashtra Government Gazette*, Part I-L, dated 23rd June 1983, Page No. 3871).

VIII. MINIMUM WAGES ACT, 1948

(A) *Notification 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 in respect of employees employed in the said scheduled employment and with effect from the 1st June 1983, fixed or revised or both as set out in column 3 of the Schedule hereto, in respect of each Zone specified in the same column, as the minimum rates

of wages payable by the employer to the class or employees in the said scheduled employment mentioned

Serial No.	Class of Employees	Zones			
		A	B1	B2	C
1	2	Rs. per month	Rs. per month	Rs. per month	Rs. per month
I. Highly Skilled					
1	Photo Composing Machine Operator	330.00	295.00	285.00	275.00
2	Offset Printer (On Multi-colour Printing Machine)				
3	Web Offset Printer/Foreman.				
4	Electronic Fully Automatic Camera Operator.				
5	Colour Scanner.				
6	Foreman/Supervisor/Incharge (Supervision on 25 or more workers).				
II. Skilled 'A'					
1	Lino-type Operator or Inter-type Operator.				
2	Camera Operator.				
3	Tricolour Etcher or Mono-Chromo Etcher.				
4	Block Maker (Integrated).				
5	Rotary Pressman				
6	Commercial Artist or Designer.				
7	Litho Artist or Calligrapher.				
8	Negative-Positive-Retoucher.				
9	Offset Platemaker (Deep ch)				
10	Proof Printer (Multi-colour).				
11	Offset Printer (Single colour)				
12	Layoutman (Photogravure).	305.00	275.00	265.00	255.00
13	Etcher (Photogravure).				
14	Retoucher (Photogravure).				
15	Exercise Books Machineman.				
16	Electrician.				
17	Mechanic.				
18	Accountant, Cashier or Head Clerk.				
19	Stenographer.				
20	Stenographer-cum-Steno-typist.				
21	Foreman, Supervisor or Sectional Head who supervises the work upto 5 employees.				
22	Employees by whatever name called doing work of skilled 'A' nature is done by persons falling under the above entries.				

1	2	3			
		Rs. per month	Rs. per month	Rs. per month	Rs. per month
III. Skilled 'B'					
	Litho Operator or Foreman/Operator				
	Monotype Key Board Operator.				
3	Proof Reader.				
4	Composit				
5	Cylinder Pressman (Automatic).				
6	Half-tone Etcher.				
	Transfer Printer or Metal Printer (Blocks).				
8	Plate Maker.				
10	Make Make				
11	Copy Paste (Litho offset) or Top and Register Operator and Developer				
12	Transfer Printer or Hand Pressman (Litho Offset).	280.00	250.00	240.00	230.00
13	Offset Plate maker.				
14	Retoucher.				
15	Flat Bed Printer (Litho).				
16	Embossing Machineman.				
17	Envelope Machineman.				
	Book Case making Machineman.				
20	Steno-typist.				
21	Steno-typist				
22	Form Printer (Automatic)				
23	Open binding of all kinds.				
24	Typist-cum-Book-keeper				
25	Label Cutter.				
26	Employees by whatever name called doing work of skilled 'B' nature is done by persons falling under the above entries.				
IV. Skilled 'C'					
1	Imposer or impositor.				
2	Mono-type Caster.				
3	Super-type Caster.				
	Type Caster.				
	Kern Maker.				
6	Foundryman (integrated).				
7	Lino Etcher.				
8	Router-cum-Mounter.				
9	Carpen				
10	Stereo-type or Stereomount				
11	Stereo Router-cum-Mounter.	255	225	215	205
12	Cylinder Pressman (Hand Fed).				
13					
14	Die Plate Printer.				

1	2	3							
		Rs. per month	Rs. per month	Rs. per month	Rs. per month				
15	Gilder.	}	}	}	}				
16	Int lay Cutt.								
17	Cylinder Grainer (Photogravure).								
18	Cutter or Guillotinan.								
19	Three Knives Trimmer.								
20	Adrema Machineman.								
21	Driver.								
22	Clerk.								
23	Time-keeper.								
24	Typist.								
25	Assistant Artists.								
26	Varnish Machine Operator.								
27	Assistant Camera Operator or Dark Room Assistant.								
28	Plate Grainer.								
29	Offset Feeder.								
30	Cutting Knife Sharper.								
31	Label Puncher.								
32	Copy Feeder.								
33	Treadle Pressman or Platen Pressman.								
34	Binder.								
35	Sewing Machineman.								
36	Folding Machineman.								
37	Numbering Machineman (Treadle or Cylinder).								
38	Ruling Machineman.								
39	Box Puncher or Treadle Puncher.								
40	Scorer or Rander.								
41	Box or Envelope Maker (Hand).								
42	Wireman or Assistant Electrician.								
43	Assistant Mechanic.								
44	Employees by whatever name called doing work of skilled 'C' nature as done by persons falling under the above entries.								
V. Semi-skilled.									
1	Distributor.					}	}	}	}
2	Lino Baller or Barman.								
3	Proof Puller or Galley Pressman.								
4	Type Cutter or Type Dresser.								
5	Type or Found Binder.								
6	Metal Caster or Lead Melter.								
7	Letterpress Feeder or Flyman.								
8	Roller Maker or Caster.								
9	Assistant Etcher.								
10	Assistant Copy Paster.								
11	Assistant Transfer Printer.								
12	Assistant Plate Maker.								
13	Assistant Toucher.								
14	Steno Grinder.								
		235.00	205.00	195.00	185.00				

1	2	3							
		Rs. per month	Rs. per month	Rs. per month	Rs. per month				
15	Wire Bed Feeder.	}	}	}	}				
16	Roller Sticher.								
17	ink Cylinder.								
18	Barry Baller.								
19	Barry Baller (Photogravure).								
20	Assistant Laminating Machineman.								
21	Assistant.								
22	Gold Powderer.								
23	Ruling Feeder.								
24	Machine man.								
25	re-Setting.								
26	Wire Sticher.								
27	Compositor.								
28	Numberer or Pagingman.								
29	Checker.								
30	Numbering Feeder.								
31	Folder (Hand).								
32	Assistant Carpenter.								
33	Packer.								
34	Assistant Binder (Integrated).								
35	Printing Machineman.								
36	Employees by whatever name called doing work of semi-skilled nature as done by persons falling under the above entries.								
37	VI Unskilled.								
						200.00	190.00	190.00	170.00
	Baller of Inker.					}	}	}	}
	Type-set Breaker or Polisher.								
	Binding Boy.								
	Helper.								
	Peon.								
	Watchman.								
	Sweeper.								
	Cleaner.								
	Medoor.								
	Employees by whatever name called doing work of unskilled nature as done by persons falling under the above entries.								
	VII. Selection Grade Compositor (Doing the Job of Books and Periodicals.)								
	VIII Employees below the age of 18 years employed in any of the categories of employment mentioned above in III column.								
						267.50	237.30	227.50	217.50
		80 per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in	80 per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in	80 per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in	80 per cent of the rate fixed for adults (not apprentices) in respect of the same category of employment in				

	1	2	3	
				which he is employed.
				which he is employed.
				which he is employed.
				which he is employed.
IX. Adults employed as apprentices in any of the categories of employment mentioned in items II to V (both inclusive) and VII above in this column.	(i) In the first year of apprenticeship, 60 per cent of the rate fixed for adults employed in the same category of employment in which he is employed.	In the first year of apprenticeship, 60 per cent of the rate fixed for adults employed in the same category of employment in which he is employed.	In the first year of apprenticeship, 60 per cent of the rate fixed for adults employed in the same category of employment in which he is employed.	In the first year of apprenticeship, 60 per cent of the rate fixed for adults employed in the same category of employment in which he is employed.
	(ii) In the second year of employment 70 per cent when employed in any of the categories mentioned in items II and III and 75 per cent when employed in any of the categories mentioned in items IV and VII.	In the second year of employment 70 per cent when employed in any of the categories mentioned in items II and III and 75 per cent when employed in any of the categories mentioned in items IV and VII.	In the second year of employment 70 per cent when employed in any of the categories mentioned in items II and III and 75 per cent when employed in any of the categories mentioned in items IV and VII.	In the second year of employment 70 per cent when employed in any of the categories mentioned in items II and III and 75 per cent when employed in any of the categories mentioned in items IV and VII.
	(iii) In the third year of employment 80 per cent when employed in any of the categories mentioned in items II and III.	In the third year of employment 80 per cent when employed in any of the categories mentioned in items II and III.	In the third year of employment 80 per cent when employed in any of the categories mentioned in items II and III.	In the third year of employment 80 per cent when employed in any of the categories mentioned in items II and III.

Explanation 1.— For the purpose of this notification—

(1) Zone A.— Shall comprise of the areas within the limit of Municipal Corporation of Greater Bombay.

(2) Zone B-1.— Shall comprise of the areas within the limits of Municipal Corporation, Municipal Council, Gram panchayat as the case may be of Pune, Nagpur, Kolhapur, Solapur Nashik, New Bombay, Thane, Pimpri, Chinchwad, Malavali, Ulhasnagar, Dombivali, Kalyan, Ambernath, Kamittee and Deolali, Dehu Road and Kirkee Cantonment Boards and all industrial estates within the area of 15 Kilometres from the limits of above centres.

(3) Zone B-2.— Shall comprise of the areas within the limits of Municipal Corporation, Municipal Council, Gram panchayat, as the case may be, of Aurangabad, Akola, Amravati, Sangli, Wardha, Alibag, Nanded, Osmanabad, Jalna, Latur, Ahmadnagar and Aurangabad and Bhingar Cantonment Boards and all industrial estates within the area of 15 Kilometers from limits of above Centres.

(4) Zone C.— Shall comprise of all other areas not included in Zone A, B-1, and B-2 above.

Explanation II.— Where an area of an industrial estate falls within the area of 15 Kilometers from more than one area, the particular industrial area shall fall in the higher zone.

(5) In the case of an employee employed on daily basis, the minimum rate of wages shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to whether being stepped upto the nearest paisa.

(6) The period of apprenticeship shall be,—

(a) three years, in the case of an employee employed as an apprentice in any of the categories of employment mentioned against items II and III in column 2 in the Schedule to this notification ;

(b) two years in the case of an employee employed as an apprentice in any of the categories of employment mentioned against items IV and VII in column 2 in the Schedule to this notification ;

(c) one year, in the case of an employee employed as an apprentice in any of the categories of employment mentioned against item V in column 2 in the Schedule to this notification.

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

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 ascertain the rise of the said average over 1000. 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 months immediately following the six months in respect of which such average has been calculated as aforesaid in Zones I, II, III and IV shall be as follows :

(1) Areas falling in Zone I	Rs. 1.25 per month.
(2) Areas falling in Zone II	Rs. 1.10 per month.
(3) Areas falling in Zone III	Re. 1.00 per month.
(4) Areas falling in Zone IV	Re. 0.95 per month.

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

3. The cost of living allowance as aforesaid shall be declared by the competent authority by notification in the *Official Gazette* in the last week of July when such allowance is payable

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 ;

Provided that the competent authority shall ensure the use of living allowance payable by employees mentioned from the date of fixation of the rate of minimum wages to the end of the month after the date on which the minimum rates of wages are fixed.

(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 minimum rates of wages as fixed in the Government of Maharashtra, Industries, Energy and Labour Department and Labour Department of Maharashtra, vide G.O. No. 4173w/La-III(A), dated 14th August 1974, in respect of the minimum rates of wages as follows:-

- (i) the basic rates as specified in column 3 of the Schedule hereto, in respect of each Zone specified in Column 3 as the basic rate payable by the month in such Zone to the classes of employees mentioned against them in column 2 thereof ;
- (u) a special allowance at a rate to be specified separately.

SCHEDULE

Serial No.	Class of Employees	Rates			
		Zone I	Zone II	Zone III	Zone IV
1	2	Rs.	Rs.	Rs.	Rs.
	I. Skilled	300.50	279.50	227.50	195.00
1	attendant.				
2					
3	Carpenter,				
4	Engineer,				
5	Electrician (with diploma),				
6	Engine Driver,				
7	Fitter,				
8	Lorry Driver,				
9	Mechanic,				
10	Mason,				
11	Mistry,				
12					
13	Machine operator or plantman				
14	Roller Groover,				
15	Supervisor,				
16	Test Baker,				
17	Turner,				
18	Tailor,				
19	Employees by whatever name called doing skilled work of the nature done by any of the foregoing classes of employees.				
	II. Semi-skilled	286.00	260.00	208.00	182.00
1	Chakki in-charge attending to				
2	Electrician (without diploma).				

- 3 Mukadam attendant.
- 4
- 5
- 6 Oil Painter.
- 7 Oiler.
- 8 Pumpman.
- 9 attendant.
- 10 Planshifter attendant.
- 11 Rolle

Employees by whatever name called doing unskilled heavy work of the nature done by anyone of the foregoing classes of employees.

III Un-skilled (Heavy)—	260.00	234.00	175.50	156.00
1 Bag Weigher.				
2 Chowdar.				
3 Chakki attendant/mill attendant				
4 Gate-keeper.				
5 Hamal.				
6 Loader/Stacker.				
7 Peon.				
8 Stitcher.				
9 Mazdoor.				
10 White Washer.				
11				
12 Employees by whatever name called doing unskilled heavy work of the nature done by anyone of the foregoing classes of employees.				
IV. Un-skilled (Light)	247.00	221.00	169.00	149.50
1 Cleaner				
2 Employees doing work of winnowing by hand.				
3 Feeder.				
4 Mixer.				
5 Packer.				
6 Stenciller.				
7 Spreader.				
8 Sweeper.				
9 Employees by whatever name called doing unskilled work of the nature done by the persons falling under the above entries connected with the working of the factory. Registered or otherwise.				

1	2	3	4	5
v. Clerical Staff—	305.50	279.50	227.50	195.00
1 Clerk.				
2 Cashier.				
3 Godown -keeper				
4 Gumasta.				
5 Munim.				
6 Munshi.				
7 Store-keeper.				
8 Typist.				
9 Time-keeper.				
10 Employees by whatever name called doing clerical work of the nature done by anyone of the foregoing classes of employees.				
VI. Persons below the age of 18 years employed in any of the categories of employment mention above.	75 per cent of the rates fixed for adults in respect of the same category of employment.	75 per cent of the rates fixed for adults in respect of the same category of employment.	75 per cent of the rates fixed for adults in respect of the same category of employment.	75 per cent of the rates fixed for adults in respect of the same category of employment.

Explanation.— For the purpose of this Notification.

(1) *Zone I.*— Shall comprise the areas within the limits of Municipal Corporation of Greater Bombay and Thane.

(2) *Zone II.*— Shall comprise the areas within the limits of all other Municipal Corporations which have come into existence before 30th November 1982 (except those in Zone I).

(3) *Zone III.*— Shall comprise the areas within the limits of Municipal Corporations coming into existence on or after 1st December 1982, and all other areas within the limits of Municipal Councils, Taluka Head Quarters and Cantonment Boards.

(4) *Zone IV.*— Shall comprise all other remaining areas not covered in Zones, I, II and III—
(a) The minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rate of monthly wage fixed for the class of employees to which he belongs by 26, the quotient being stepped up to the next nearest, paisa, daily wages as calculated above will include the wages for the day of rest i.e., weekly off.

(b) The minimum rates of wages in respect of an apprentice shall be 75 per cent of the wages fixed for the category of employees to which he belongs.

(c) The minimum rates of wages shall consist of basic rate only and a special allowance to be adjusted at such intervals and in the manner as indicated 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 six months commencing on

the 1st day of January and 1st day of July calculate the average Price Index of index numbers applicable to the employees for those six months and ascertain the rise of the said average (old series). The cost of living allowance shall be calculated on the rise of every over the Consumer Number (Bombay Centre) of 1151 (old series). The rate of special allowance shall be as follows

Zone	Increase of points	Paise
(1) Areas falling in Zone I ..	.. 5 points	48
(2) Areas falling in Zone II ..	.. 5 points	40
Areas falling in Zone III ..	.. 5 points	30
(4) Areas falling in Zone IV ..	.. 5 points	20

Notification No. MWA/1483/5374/Lab-7, dated 17th May 1983, published in *M.G.G.*, dated 23rd June 1983, Page No. 3887-91)

(3) In exercise of the powers conferred by sub-section (2) of Section 26 of the said Act Government of Maharashtra has directed that for the period 31st December 1983, the provisions of clause (b) of sub-section (1) of Section 13, so far as they relate to the payment of remuneration in respect of days of rest shall not apply to the employees employed in engineering industry (not being an employment falling under schedule 26 of the minimum rates of wages in respect of whom have been fixed.

Notification No. MWA/5283/5261/Lab-7 dated 11th April 1983, published in *M.G.G.*, Part I-L, dated 23rd June 1983, Page No. 3865).

MINIMUM WAGES ACT.

(B) Declaration of the Special Allowance under the Act.

1. *Printing Press.*— In exercise of the Powers conferred on it, the Deputy Commissioner of Labour (Rural Wing and Enforcement) Bombay has declared the Special Allowance (Cost of living allowance) payable with effect from 1st June 1983 in addition to the basic rate of wages to the employees employed in the said Scheduled employment in the areas mentioned in column (2) of schedule III, appended hereto in relation to six months commencing on the 1st day of January 1983, at the rates mentioned in column (2) of the schedule III.

SCHEDULE III

Serial No.	Zones (2)	Amount of special Allowance (cost of living allowance payable)	
		(1)	(3)
			Rs.
1	A	..	310.00 per month.
2	B ¹	..	272.80 per month.
3	B ²	..	248.00 per month.
4	C	..	233.60 per month.

Explanation.— For the purpose of this notification, Zones A, B¹, B² and C shall respectively mean Zones A, B¹, B² and C formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 2683/5364/Lab-7, dated 16th May 1983.

Notification No. MWA/SPL/Printing Press, dated 16th June 1983, published in *M.G.G.* Part I-L, dated 30th June 1983, Page Nos. 4068-4070).

IX. PAYMENT OF BONUS ACT, 1965.

(A) Notifications under the Act.

The following draft of notification which is proposed to be issued under the proviso to sub-section (3) of section 1 of the Payment of Bonus Act, 1965 (21 of 1965), is hereby published for the information of the persons likely to be affected thereby; and notice is hereby given as required under the proviso to sub-section (3) of the said section 1 that the said draft will be taken into consideration after the expiry of two months from the date of publication of this notification in the *Maharashtra Government Gazette*, by the State Government.

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 considered by the State Government.

DRAFT NOTIFICATION

No. PBA. 1275/3/Lab-3.— Whereas, Government of Maharashtra is the appropriate Government within the meaning of sub-clause (ii) of clause (5) of section 2 of the Payment of Bonus Act, 1965 (21 of 1965) (hereinafter referred to as "the said Act");

And whereas, the Government of Maharashtra is of the opinion that the said Act shall apply, with effect from the accounting year 1982, to the following classes of establishments, namely—

(a) Every establishment which is a factory where ten or more but less than twenty workers are employed on any day during that accounting year and in any part of which a Manufacturing process is being carried on without the aid of power or is ordinarily so carried on but excluding such factories in the Beedi and Lac Manufacturing Industries; and

(b) Every other establishment in which ten or more but less than twenty persons are employed on any day during that accounting year but excluding such establishments in the Beedi and Lac Manufacturing Industries;

Now, therefore, in exercise of the powers conferred by the proviso to sub-section (3) of section 1 of the Payment of Bonus Act, 1965 (21 of 1965), Government of Maharashtra is hereby applies all the provisions of the said Act to the classes of establishments aforesaid from the accounting year, 1982, the notice of the intention of the Government to apply all the provisions of the said Act to the classes of establishments aforesaid having been previously published as required under the said proviso.

(Notification No. PBA/1275/3/Lab-3, dated 8th April 1983, published in *M.G.G.*, Part I I, dated 23rd June 1983, Page No. 3864-65).

Consumer Price Index Numbers for Working Class
for June 1983

BOMBAY*

A rise of 12 points

In June, 1983 the Consumer Price Index Number for Working Class (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 559 being 12 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 Bombay Centre.

The index number for the food group Increased by 21 points to 623 due to a rise in the average prices of rice, wheat, Bajara, arhaldal, moongdal, edible oils, fish fresh, eggs, milk, dry chillies, onion, garlic, mixed spices, jalebi, tea readymade etc.

The index number for the Pan, Suparai and Tobacco etc. group decreased by 10 points to 572 due to a fall in the average prices of panleaf, katha and cigarets.

The index number for the Fuel and Light group increased by 1 point to 697 due to a rise in the average prices of charcoal only.

The index number for housing remained steady at 162 being a six monthly item.

The index number for clothing, bedding and footwear group decreased by 2 points to 554 due to a fall in the average prices of shirting, mulmul, markin and ladies chappal.

The index number for the miscellaneous group increased by 3 points to 427 due to a rise in the average prices of barber charges, toilet soap, umbrella, washing soap and tailoring 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	
		May 1983	June 1983
I-A. Food	57.1	602	623
I-B. Pan, Supari, Tobacco, etc.	4.9	582	572
II. Fuel and Light	5.0	696	697
III. Housing	4.6	162	162
IV. Clothing Bedding and Foot-wear	9.4	556	554
V. Miscellaneous	19.0	424	427
Total	100.0	547	559
Consumer Price Index Number		547	559

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

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

SOLAPUR*

554—A rise of 8 Points.

In June 1983 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December, 1960 equal to 100 was 554 being 8 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 11 points to 589 due to a rise in the average prices of wheat, jowar, arhar dal, oils and fats, fresh fish, turmeric, dry chillies tamarind, onions, gralic vegetables and fruits.

The index number for the pan, supari and tobacco etc. group increased by 1 points to 486 due to a rise in the average price of pan leaf only.

The index number for the Fuel and Light group increased by 1 point to 707 due to a rise in the average prices of firewood and coal.

The index number for housing remained steady at 243 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 1 point to 560 due to a rise in the average prices of shirting and markin.

The index number for the miscellaneous group increased by 2 points to 432 due to a rise in the average prices of school book, hair oil and ornaments.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		May 1983	June 1983
I-A. Food ..	63.0	578	589
I-B. Pan, Supari, Tobacco etc. ..	3.4	485	486
II. Fuel and Light ..	7.1	706	707
III. Housing ..	5.2	243	243
IV. Clothing, Bedding and Footwear ..	9.0	559	560
V. Miscellaneous ..	12.3	430	432
Total ..	100.0	—	—
Consumer Price Index Number		546	554

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

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

NAGPUR*

548—A rise of 18 points

In June 1983 the Consumer Price Index Number for working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 548 being 18 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 26 points to 583 due to a rise in the average prices of rice, arhar dal, moong dal, gingelli oil, groundnut oil, linseed oil, vanaspathi, eggs, curds, ghee, turmeric, onions, corriander, ginger, zeera, vegetable and fruits, sugar, gur and tea leaf.

The index number for the pan, supari and tobacco etc group increased by 46 points to 579 due to a rise in the average prices of pan leaf and supari.

The index number for the fuel and light group remained steady at 750.

The index number for housing remained steady at 260 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 3 points to 602 due to a rise in the average prices of shirting, pajama, shoes gents, chappal gents and sandal ladies.

The index number for the miscellaneous group increased by 4 points to 422 due to a rise in the average prices of hair oil, toilet soap, face powder, cinema, trunk, earthenware and washing soap.

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

(Average prices for the calendar year 1960 = 100)

Groups	Weights proportional to total expenditure	Group Index Numbers	
		May 1983	June 1983
I-A. Food	57.2	557	583
I-B. Pan, Supari, Tobacco, etc.	3.8	533	579
II. Fuel and Light	5.7	750	750
III. Housing	6.6	260	260
IV. Clothing, Bedding and Footwear	10.9	599	602
V. Miscellaneous	15.8	418	422
Total ..	100.0	—	—
Consumer Price Index Number ..		530	548

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

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

PUNE*

526—A rise of 5 points

In June 1983 the consumer Price Index Number for Working class (New series) for Pune centre with base year January to December 1961 equal to 100 was 526 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune centre.

The index number for the food group increased by 8 points to 587 due to a rise in the average prices of pulses, groundnut oil, vanaspati, eggs, milk, dry chillies, turmeric, tamarind, potatoes, onions, brinjals, tomatoes, banana, gur and tea leaf.

The index number for the fuel and light group decreased by 1 point to 688 due to a fall in the average price of charcoal (patti).

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

The index number for clothing and footwear group remained steady at 516.

The index numbers for the miscellaneous group increased by 2 points to 435 due to a rise in the average price of school book.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1983	June 1983
I. Food	55.85	579	587
II. Fuel and Light	6.89	689	688
III. Housing ..	6.65	143	143
IV. Clothing and Footwear	10.31	516	516
V. Miscellaneous	20.30	433	435
Total ..	100.00	....	....
Consumer Price Index Number	....	521	526

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

JALGAON*

543—A Fall of 6 points

In June 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 543 being 6 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon centre.

The index number for the food group decreased by points 11 due to a fall in the average price of rice, jowar, wheat, moongdal, milk, groundnut oil, vegetables, fruit.

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

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

The index number for clothing and footwear group has increased by points 1 due to a rise in the average prices of Dhoti.

The index numbers for the miscellaneous group increased by points 6 due to a rise in the average prices of school books.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE.

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure.	Group Index Numbers	
		May 1983	June 1983
I. Food	60.79	605	594
II. Fuel and Light	7.20	710	710
III. Housing ..	6.11	183	183
IV. Clothing and Footwear	10.29	490	491
V. Miscellaneous	15.61	436	442
Total ..	100.00	....	....
Consumer Price Index Number	..	549	543

*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*

570—A rise of 11 points

In June 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 being 11 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 has been increased by points 13 due to a rise in the average price of jowar, Turdal, Gramdal, moongdal, uriddal masurdal, groundnut oil, chillies, dry tamarind, vegetables, fruit.

The index number for the fuel and light group has remained steady. 670

The index number for housing remains steady at 302 being a six monthly monthly item.

The index number for housing/clothing and footwear has remained steady at 498.

The index numbers for the miscellaneous group has increased points 19 due to a rise in the average prices of barbar charges and school books.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR
NANDED CITY

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1983	June 1983
I. Food	61.46	615	628
II. Fuel and Light	5.88	670	670
III. Housing ..	4.62	302	302
Clothing and Footwear	12.22	498	498
V. Miscellaneous	15.82	424	443
Total ..	100.00		....
Consumer Price Index Number ..		559	570

*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 page 1961=100 should be multiplied by the linking factor viz. 2.45.

AURANGABAD*

552—A rise of 5 points

In June 1983 the consumer Price Index Number for working class (New series) for Aurangabad centre with base year January to December 1961 to 100 was 552 being 5 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 Aurangabad centre.

The index number for the food group increased by 6 points to 590 due to a rise in the average prices of wheat, jowar, turdal, gramdal, moongdal, masurdal groundnut oil, karad oil, vanaspati, tamarind, jeera, potatoes, onions and gur.

The index number for the fuel and light group remained steady at 765.

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

The index number for clothing and footwear group remained steady at 517.

The index numbers for the miscellaneous group increased by 6 points to 438 due to a rise in the average prices of pan-leaf, katha and school books.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Number	
		May 1983	June 1983
I. Food	60.72	584	590
II. Fuel and Light	7.50	765	765
III. Housing	8.87	316	316
IV. Clothing and Footwear	9.29	517	517
V. Miscellaneous	13.62	432	438
Total ..	100.00		....
Consumer price Index Number		547	552

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

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

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The ~~figures~~ for the Last 12 calendar months from July 1982 to June 1983 are given in the following table :—

TABLE

	Month	Base	*Base
		1960=100	1949=100
	1	2	3
July 1982	478	581
August 1982	488	593
September 1982	489	594
October 1982	491	597
November 1982	496	603
December 1982	497	604
January 1983	495	602
February 1983	495	602
March 1983	500	608
April 1983	502	610
May 1983	502	610
June 1983	508	617
	521	633
	533	648

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

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR WORKING CLASS INDUSTRIAL WORKMEN) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF JUNE 1983

Centre	Base	Food	Pan, Saffari, Tobacco etc.	Fuel and light	Housing	Clothing, bedding and Foot wear	Miscellaneous	Consumer Price Index June 1983.	Equip-	Consu-	Equip-	Equip-
									ment	mer	ment	ment
1	2	3	4	5	6	7	8	9	Old Index Number	mer Price Index Number May 1983	Old Index Number	ment Index Number
Bombay	1960=100	623	572	697	162	554	427	559	2,482	547	2,429	2,429
Solapur	1960=100	589	486	707	243	560	432	554	2,116	546	2,086	2,086
Nagpur	1960=100	583	579	750	260	602	422	548	2,861	530	2,767	2,767
Pune	1961=100	587	.....	688	143	516	435	526	.....	521	.....	.....
Jalgaon	1961=100	594	.....	710	183	491	442	543	2,872	549	2,904	2,904
Nanded	1961=100	628	.....	670	302	498	443	570	1,396	559	1,370	1,370
Aurangabad	1961=100	590	.....	765	316	517	438	552	1,225	547	1,214	1,214

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 : 2.45, AURANGABAD : 2.22.

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MAY 1964

Industrial Courts, Tribunals and Labour Courts

In all 2056 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up is 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	LD Act, 1947	Other Acts.	
1		3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay	13	17	65	78
2	Industrial Tribunal, Bombay	1	..	18	19
3	Industrial Court, Nagpur ..	..	..	..	..
4	Industrial Tribunal, Nagpur ..	3	..	105	108
5	Industrial Court, ..	..	9	..	9
6	Industrial Tribunal, Pune ..	4	..	39	43
7	Industrial Court, Thane ..	..	5	..	5
8	Industrial Tribunal, Thane ..	..	..	..	..
	Total ..	21	31	227	379
II. Labour Courts					
1	Labour Court, ..	68	295	501	864
2	Labour Court, Pune ..	22	68	33	123
3	Labour Court, Nagpur ..	6	50	115	111
4	Labour Court, Thane ..	6	57	46	109
5	Labour Court, Kolhapur ..	4	20	17	41
6	Labour ..	11	108	52	171
7	Labour ..	3	10	43	56
8	Labour ..	..	7	21	28
9	Labour ..	..	1	4	5
10	Labour Court, Dhule ..	..	95	14	109
	Total ..	120	711	846	1,677

Wage Boards— One reference was received by the Wage Board for Cotton textile Industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during October 1961 under various Acts is given below :—

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

Act	Issue relating to wages, allowances and Bonus	Employment, leave, hours of work and Miscellaneous causes	Total
1	2	3	4
Industrial Disputes Act, 1947	165	211	376
Bombay Industrial Relations Act, 1946	21	17	38
Bombay Industrial Relations (Extensions and Amendment) Act, 1964.	..	..	..
Total	186	228	414

(b) Result-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	Ended if failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
Industrial Disputes Act, 1947	1,473	376	89	149	46	137	421	1,428
B. I. R. Act, 1946	163	38	3	3	4	3	13	188
B. I. R. (Ext. and Amend.) Act, 1964.	..	..	..	..	..	..	..	..
Total	1,636	414	92	152	50	140	434	1,616

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	Misc.	Transport	Total	
1	2	3	4	5	6	7	8	9	10	11
B. I. R. Act, 1946	10	5		4		2	2	8	6	38

Act	Textile Industry	Paper Industry	Chemical Industry	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										

District-wise analysis is given below :-

Act	Bombay	Pune	Thane	Nagpur	Nanded	Aurangabad	Ahamadnager	Total
1	2	3	4	5	6	7	8	9
B. I. R. Act, 1946	15	2	3	5	4	4	5	38

Act	Amravati	Bombay	Wardha	Chanda	Akola	Buldana	Total
1	2	3	4	5	6	7	8
(Extension and Amendment) Act, 1964							

LABOUR GAZETTE—AUGUST 1983

LABOUR GAZETTE—AUGUST 1983
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE
DURING MAY 1983

	May 1983	April 1983	May 1982
No. of Disputes	92	84	77
No. of Workers involved	1,71,094	90,023	96,398
No. of Man-days lost	21,80,637	21,36,518	23,91,866

No. of Man-days lost

Industry-wise classification is given below :-

Name of the Industry Group	Number of disputes in progress			Total	Total No. of workers involved in all disputes	Aggregate man-days lost in all disputes
	Started before beginning of the month i.e. before May 1983	Started during the month i.e. May 1983	Terminated during the month i.e. May 1983			
1	2	3	4	5	6	
Textile	48	1	49	1,61,359	19,69,452	
Engineering	13	3	16	2,885	54,881	
Chemical	4	2	6	1,903	36,372	
Miscellaneous	17	4	21	4,947	1,19,932	
May 1983 Total	82	10	92	1,71,094	21,80,637	
April 1983 Total	78	6	84	90,023	21,36,518	

Fifty seven of the disputes arose over questions of "pay, allowances and bonus issues", 11 related to "the amount and grievances about personnel", while the remaining 23 were due to other causes.

Only one dispute has been terminated during the course of the month, which was settled in favour of the workers.

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

(GCP) Ra 4516-5 (633-83)

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		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>Thane—</i>										
1	Teksong Ltd., Kolshet Road, Thane.	Pvt.	S	Reinstatement	20-4-1981	—	459	11,700	2,92,678	Continued.
<i>Bombay—</i>										
2	The Bombay Gas Co. Ltd., Lalbaug, Bombay 12.	Pvt.	S	<i>Others—</i> Leave Benefit, Bonus, Wages etc.	29-7-1981	—	1,450	37,700	8,35,650	Do.
<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	1,27,686	31,31,614	Do.
<i>Bombay—</i>										
4	Hindustan Spg. & Wvg. Mills Ltd., Division Crown Mills, Bombay 25.	Pvt.	S	Higher Percentage of Bonus for the year 1980.	20-10-1981	—	3,846	26,858	15,51,541	Do.
<i>Bombay—</i>										
5	The Hindustan Spg. & Wvg. Mills Co., Dr. A. Nair Road, Bombay 400 011.	Pvt.	S	Bonus	20-10-1981	—	9,400	15,736	15,39,514	Do.
<i>Bombay—</i>										
6	The Standard Mills Co. Ltd., Prabhadevi Road, Bombay 400 025.	Pvt.	S	Bonus	—	—	—	—	—	Do.
<i>Bombay—</i>										
7	Prakash Cotton Mills Pvt. Ltd., Opp. Ganapatrao Kadam Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Higher Bonus	21-10-1981	—	3,980	43,355	16,71,269	Do.
<i>Bombay—</i>										
8	Shree Madhusudan Mills Ltd., P. B. Marg, Bombay 400 013.	Pvt.	S	<i>G.D.—</i> Wages, D. A. etc.	27-10-1981	—	5,985	1,55,610	29,68,560	Do.
<i>Bombay—</i>										
9	Poddar Processors G. K. Marg, Lower Parel, Bombay 400 013.	Pvt.	S	<i>Others—</i> Calling for Holiday Working.	23-12-81	—	850	12,628	3,24,801	Do.
<i>Bombay—</i>										
10	Bombay Dyeing & Mfg. Co. Ltd., Prabhadevi Bombay-400 025.	Pvt.	S	<i>General Demands—</i> Wages D. A. etc.	16-1-1982	—	7,937	10,894	18,36,989	Do.
<i>Bombay—</i>										
11	The Simplex Mills Co. Ltd., 30, Keshavrao Khade Marg, Sant Marg, Gadge Maharaj Chowki, Bombay 400 011.	Pvt.	S	<i>G.D.—</i> Wages, D. A. etc.	18-1-1982	—	2,701	60,970	15,26,791	Do.
<i>Bombay—</i>										
12	India United Mills No. 1, Dr. Ambedkar Road, Parel, Bombay 400 012.	Pub.	S	<i>G.D.—</i> Wages D. A. etc.	18-1-1982	—	6,806	58,566	22,24,816	Do.

Rs 4516-53

LABOUR GAZETTE—AUGUST 1983

LABOUR

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of Workers Involved	Man-days	
					Began	Ended		During the month	9
1	2	3	4	5	6	7	8	9	
13	<i>Bombay—</i> India United Mills, No. 5, Anand Ganpat Pawar lane, Victoria Garden, P.O., Bombay-400 027.	Pub.	S	General Demands Wages, D. A. etc.	18-1-1982	...	1,430	10,088	4,...
14	<i>Bombay—</i> India United Mill No. 3, T. B. Kadam Marg, Bombay-400 033.	Pub.	S	G. D.— Wages D. A. etc.	19-1-1982	....	1,980	10,218	5,59
15	<i>Bombay—</i> India United Mills, No. 2 (N. T. C.), Kalachowky, Bombay 400 033.	Pub.	S	General Demands— Wages, D. A. etc.	19-1-1982	....	506	13,662	5,78,63
16	<i>Bombay—</i> Kohinoor Mills Co. Ltd., M. M. Marg (Unit 1+2), Dadar, Bombay 400 014.	Pvt.	S	Do.	18-1-1982	....	6,489	1,63,593	27,34,800
17	<i>Bombay—</i> The Kohinoor Mills Co. Ltd., No. 3, L. J. Road, Dadar, Bombay 400 028.	Pvt.	S	Do.	18-1-1982	....	1,156	31,212	4,91,029
18	<i>Bombay—</i> The Morarji Gokuldas Sg. & Wvg. Co. Ltd., Parel, Bombay 400 012.	Pvt.	S	G.D.— Do.	17-1-1982	....	7,915	95,476	24,15,574
19	<i>Bombay—</i> The Morarji Gokuldas Sg. & Wvg. Co. Ltd., Unit No. 2, Lower Parel, Bombay 400 012.	Pvt.	S	G.D.— Do.	18-1-1982	....	3,539	42,337	11,82,531
20	<i>Bombay—</i> Swan Mills Ltd., (Unit Swan), T. J. Road, Sewree, Bombay-400 015.	Pvt.	S	General Demands— Wages, D.A. etc.	17-1-1982	....	3,119	37,113	11,10,856
21	<i>Bombay—</i> Swan Mills Ltd., (Unit Coorla Mills-7), Old Agra Road, Kurla, Bombay 400 070.	Pvt.	S	G.D.— Wages D. A. etc.	18-1-1982	....	2,479	24,581	9,33,514
22	<i>Bombay—</i> Swan Mills Ltd., (Process House) T. J. Road, Sewree, Bombay 400 015.	Pvt.	S	General Demands— Wages, D. A. etc.	18-1-1982	....	1,618	15,399	4,96,737
23	<i>Bombay—</i> Bharat Textile Mills, Ganpatrao Kadam Marg, Parel, Bombay 400 013.	Pub.	S	General Demands— Wages, D.A. etc.	18-1-1982	....	2,231	14,582	7,89,442
24	<i>Bombay—</i> Jupiter Textile Mills (Unit of N.T.C.) D.M. Marg, Parel, Bombay 400 013.	Pub.	S	G.D.— Wages D.A. etc.	18-1-1982	....	3,994	22,791	10,63,023

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

762

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		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>										
25	The Tata Mills Ltd., Dr. B. A. Road, Dadar, Bombay-400 014.	Pvt.	S	G. D.— Wages, D. A. etc.	18-1-1982		7,217	1,77,773	30,45,997	Continued.
<i>Bombay—</i>										
26	The Podar Mills Ltd., N. M. Joshi, Marg, Chinchpokli, Bombay 400 011.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		3,555	12,850	12,57,958	Do.
<i>Bombay—</i>										
27	The New City of Bombay Mfg. Co., Ltd., 63, T. B. Kadam Marg, Bombay 400 033.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		2,160	34,351	8,49,361	Do.
<i>Bombay—</i>										
28	Bradbury Mills Ltd., Maulana Azad Road, Bombay 400 011.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		3,599	52,676	12,91,035	Do.
<i>Bombay—</i>										
29	The Gold Mohur Mills Ltd., Dadasaheb Phalke Road, Dadar Bombay 400 014.	Pvt.	S	G. D.— Wages, better Service Conditions.	18-1-1982		2,670	52,673	9,24,366	Do.
<i>Bombay—</i>										
30	The Victoria Mills Ltd., N. M. Joshi Marg, Bombay 400 013.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		1,621	34,474	11,05,276	Do.
<i>General</i>										
31	The Khatau Makanji Spg. & Wvg. Co. Ltd., B. J. Marg, Byculla, Bombay-400 027.	Pvt.	S	Wages D. A., etc.						
<i>Bombay—</i>										
32	The Finlay Mills Ltd., Parel, Bombay 400 012.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		4,303	97,400	16,88,528	Do.
<i>Bombay—</i>										
33	Piramal Spg. & Wvg. Pvt. Mills Ltd., Piramal Bhavan, G. K. Marg, Bombay 400 013.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		2,764	21,966	7,71,776	Do.
<i>Bombay—</i>										
34	The Modern Mills Ltd., 101, K. Khadye Marg, Bombay 400 011.	Pvt.	S	Do.	19-1-1982		3,246	46,413	12,29,833	Do.
<i>Bombay—</i>										
35	Swadeshi Mills Co., Ltd., Kurla, Bombay- 400 070. (As)	Pvt.	S	G. D.— wages D. A. etc.	18-1-1982		3,906	40,729	14,14,126	Do.
<i>Bombay—</i>										
36	The Phonix Mills Ltd., Lower Parel, Bombay 400 013.	Pvt.	S	G. D.— Wages D. A. etc.	18-1-1982		3,586	92,001	15,12,962	Do.
<i>Bombay—</i>										
37	Mumbai Textile Mills, Senapati Bapat Marg, Bombay 400 013.	Pub.	S	G. D.— Wages D. A. etc.	18-1-1982		3,300	33,889	9,73,685	Do.
<i>Bombay—</i>										
38	New Hind Textile Mills R. B. Marg, Bombay 400 033.	Pub.	S	Do.	18-1-1982		3,163	13,806	10,33,944	Do.

LABOUR GAZETTE—AUGUST 1983

LABOUR GAZETTE—AUGUST 1983

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

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		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>						
39	The Elphinstone Spg. & Wvg. Mill Co. Ltd., Elphinstone Rd., Parel, Bombay 400 012.	Pvt.	S	Wages D. A. etc.	18-1-1982	....	3,278	44,772	10,65,218	Continued.
<i>Bombay—</i>				<i>G. D.—</i>						
40	Kamala Mills Ltd., Senapati Bapat Marg, Lower Parel, Bombay 400 013.	Pvt.	S	Wages D. A. etc.	18-1-1982	....	4,602	53,963	16,96,306	Do.
<i>Pune—</i>				<i>Others—</i>						
41	Swastik Rubber Products Ltd., Khadki, Pune 411 003.	Pvt.	L	Labour trouble.	28-3-1982	....	1,260	32,760	4,78,800	Do.
<i>Bombay—</i>				<i>General Demands</i>						
42	Bedrock Tyre and Rubber Co. Pvt. Ltd., M. G. Road, Bombay-400 090.	Pvt.	S	Wages D.A. etc.	28-9-1982	....	895	22,055	1,86,397	Do.
<i>Thane—</i>				<i>Others—</i>						
43	Amar Dye Chemical Ltd., Post Box No. 228, Near Shahad Station, Kalyan, Dist. Thane.	Pvt.	S.	Scuffle in the premises of the Co. between rival Unions.	7-12-1982	....	1,063	23,340	1,39,018	Do.
44	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	15,210	80,730	Do.
<i>Thane—</i>				<i>Others—</i>						
45	Indian Aluminium Co. Ltd., Belapur dR., P. O. Kalwa, Thane 400 605.	Pvt.	S	Abolition of contract labour, false allegations against workmen etc.	23-1-1983	....	515	13,390	56,650	Do.

LABOUR GAZETTE—AUGUST 1983

EMPLOYEES' STATE INSURANCE CORPORATION, BOMBAY
REGION

Press-note showing the progress during the month of June 1983.

The Employees' State Insurance Scheme applies to Bombay area and includes Bassein and Goa in Bombay Region and provides protections to 10,95,553 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 month of June, 1983; 10,909 Insured Persons received Rs. 27,90,024.22 Cash Benefit due to Employment injuries. This includes 4,665 persons who were in receipt of pension for Permanent Disablement Benefit and 1,801 persons who were in receipt of Dependants Benefits as dependants of deceased Insured Persons. During the month 3,849 accidents were reported against 3,616 during the preceding month.

Comparatively fewer persons need the employment injury benefits, but a fairly large number need Cash benefit in the event of Sickness. During June, 1983, 25,283 claims were received and an amount of Rs. 28,82,563.50 was paid as Sickness Benefit. During the preceding month, 22,954 claims were received and an amount of Rs. 26,29,740.25 was disbursed 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. 3,90,790.85 was paid towards this Benefits.

During the month 149 Insured Women claimed Rs. 3,15,836.00 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 90,134 during the month.

During the month, Funeral Benefit in 61 cases amounting to Rs. 6,100.00 was paid.

During the month, Confinement Charges in respect of wives of Insured persons amounting to Rs. 8,550.00 was paid.

During the month an amount of Rs. 1,212.00 was paid as Enhanced Sickness Benefit to 5 Insured Persons who had undergone Sterilisation Operation for family planning.

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

INDIAN LAW REPORTS

INDIAN LAW REPORTS, BOMBAY SERIES 1980

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

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

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

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

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

Please send your orders to:—

The Manager, Yeravada Prison Press, Pune 411 006

INDUSTRIAL CHEMICAL LABORATORY

BOMBAY AND PUNE
GOVERNMENT OF MAHARASHTRA
CHEMICAL ANALYSIS OF

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

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

For further details and schedule of charges please contact—

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

INDUSTRIAL CHEMICAL
LABORATORY
UNIVERSITY COMPOUND
GANESH KHIND
Pune 411 007

Telephone No. 33

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

VYAPARI-MITRA

Started in 1950

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

Annual Subscriptions:

Rs. 20 (including postage).

Administrative Office

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

Editorial Office

393, Mangalwar Peth, Pune-11.

MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

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

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

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

Annual subscription Rs. 13.00

Single copy Rs. 3.50

Postage free (in India)

TAMILNADU LABOUR JOURNAL

C

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

ANNUAL SUBSCRIPTION

Inland Rs. 15.00 Foreign Rs. 25.00

SINGLE COPY

Inland Rs. 1.50 Foreign Rs. 2.25

A REMINDER TO SUBSCRIBERS

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

Year Book of Labour Statistics, 1979
Thirty-ninth issue

1979 xxvii + 711 pp. Trilingual E.F.S.
ISBN: 92-2-00 2250-8 (hard cover)
Price Rs. 418-00

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

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

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

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

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

By
Subscribing and Advertising Liberally

Subscription Rate
Single copy : Rs. 6.25 Annual subscription : Rs. 25
Special concession for workers—Annual subscription : Rs. 5
Rate of Advertisements *be had on requests.*

Size of Page 18" x 23"
4

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

LABOUR COMMISSIONER, HARYANA
30 Bays Building, Sector 17, Chandigar 160 017

DIGEST OF CURRENT
INDUSTRIAL AND LABOUR LAW

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

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

Annual Subscription : Rs. 60

Mail your Order to :

CURRENT LAW PUBLISHERS
2246, Balliwaran
Post Box No. 1268, G.P.O., DELHI-6.

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

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

Rates of Subscription

Annual { Indian Foreign Single Copy : Rs. 2 00.

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

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

THOZHIL RANGAM

PUBLISHED MONTHLY

BY

THE LABOUR COMMISSIONER

GOVERNMENT OF KERALA

TRIVANDRUM

Annual Subscription : Rs. 5.00 Single Copy : Re. 0.50

ANNOUNCEMENT

The back volumes, as mentioned below of the
"INDUSTRIAL COURT REPORTER"
and

"LABOUR GAZETTE"

are available with the Publication Section of the office
of the Commissioner of Labour, Bombay.
Those who are in need of them may either write to
that office immediately or contact personally the concerned
Superintendent, with enclosing prices which are—

Rs. 40 per volume for Industrial Court Reporter
(12 issues from September to December)

and
Rs. 75 per volume for the Labour Gazette
(12 issues from September to August)

LCR back volumes
for the years
1980
1981
1982

Labour Gazette back
volumes for the years
1979-80
1980-81
1981-82

Newspaper
No. N. 11

Started in January 1948, the
Industrial Court Reporter is a
monthly, contains important orders
and awards of the Industrial Court
and Tribunals in Maharashtra
State, as well as the selected deci-
sions of the High Court and the
Supreme Court of India. The
Reporter covers employees, trade unions and employers
versus finding in one place the
case law on industrial and labour
matters.

THE
INDUSTRIAL
COURT REPORTER

- * Annual Subscription - Rs. 15.
- * Back Copies - If in stock supplied at Rs. 18 per copy.
- * Advertisement Rates - Can be had on request.

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

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF
LABOUR,
"Commerce Centre", Tardeo
Bombay 400 034

Tel. No. 393651

PRINTED AT GOVERNMENT CENTRAL PRESS, BOMBAY