

LABOUR GAZETTE

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LABOUR GAZETTE

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LABOUR S GAZETTE

Labour Gazette" is a journal for the use of all interested in prompt matters specially affecting labour.

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The Month in Brief

46 of 19 2—The Industrial Disputes (Amendment) Act, 1982. 38 of 82—The Payment of Wages (Amendment) Act, 1982.

numbers for Working Class

Bombay, Solapur and Nagpur Consumer Price Index Numbers for working e Bombay, Solapar and Pugpur Consumer Price index Numbers for working uss for the month of January 1983, with average Prices for the year ended us for the genual to 100 were 519, 518 and 510 mass. uss for the month of sandary 1905, with average Prices for the year ended cember 1960 equal to 100 were 519, 518 and 519 respectively. The Pune, sember 1960 equal and Aurangabad Consumer Price Index No. cember 1900 Equal to 100 1015, 516 and 519 respectively. The Pune, paon, Nanded and Aurangabad Consumer Price Index Number for working Igaon, Nanded and House 1983, with the average prices for the year ended as for the month of January, 1983, with the average prices for the year ended iss for the month. It is average prices for the year segment 1961 equal to 100 were 477, 495, 547 and 535 respectively.

I India Average Consumer Price Index Number for Industrial Workers India average Consumes Price Index Numbers for Industrial Workers I India average eneral) base 1000 for January 1983 was 495 as compared to 497 in cember 1000 based leads to the month of January 1983, on base gember 1960 based Index worked out to 603 as against 604 the month of December 1982.

Justrial Disputes in Maharashtra State

ring the month of December 1982, there were 86 disputes involving 1,52,975 kmen and time los of 29,24,006 working days as compared to 83 disputes November 1982 involver (65,125 workmen and time loss of 32,11,457

urther Particulars of Industrial Disputes are given at pages 445 to 451

nefits under the Employees State Insurance Scheme

the month of January 1983 20,245 Insured persons received 12 cash Benefit due to employment injuries, This includes 5,759 who were in the of Pension for permanent disablement benefit and Persons who were in receipt of Dependants Benefits as dependants of ased Insured Persons. During the month 9,079 accidents were reported inst 8,806 during the preceding month.

Current Notes

Tamil Nadu Government to contribute to Labour Welfare Fund

The State Government of Tamil Nadu has for the first time decided to conlibute to the Tamil Nadu Labour Welfare Fund from this year. According to the State's Labour Minister, Government's contribution to the Labour Welfare Fund would be Rs. 2 per worker per annum, amounting to a total Rs. 19 laking a year. Besides, the contribution of the worker to the fund had been increased to Rs. 2 a year and that of the employer to Rs. 4 per worker a year. When the fund was created in 1972, Re. 1 was collected from each worker from this December salary and the employer contributed Rs. 2 per worker a year. Amenities provided by the fund include payment of fees to the workers children studying typewriting, shorthand, etc., scholarships to workers Children studying the higher secondary course and pursuing professional courses viz., engineering, medicine and law, and to those in industrial training institutes.

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

Proposal on D. A. Panel

The Union Government is reported to have accepted the proposal to set up a committee to determine the upward revision in the rate of dearness allowange payable to industrial workers in the public sector. The committee will consist of representatives of the Government, the management of public sector undertakings and the trade unions. The decision to approve the setting up of the committee represents a marked softening in the attitude of the Government on the question of dearness allowance,. It could also resolve the present stalemate in wage negotiations in the public sector.

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

Panel to study bonus payment to department undertakings

Government has constituted a highpower committee to review the present productivity-linked bonus system and examine the feasibility of extending the bonus scheme to employees, not covered so far. The Committee consists of three members, one each from the Finance, P and T and Home Ministry, all of them of the rank of additional secretary. There are 32 lakh Government employees, excluding military personnel. Nearly 25 lakhs have been covered under the scheme already. They include the Railways and P & T. The issue of bonus has been a bone of contention between the Government and employers for more than a decade and was one of the major demands on which railwayms went on strike in 1974. It was the Janata Government which introduced productivity-linked bonus in the railways, while a similar scheme was introduced in the P & T later.

(E.F.1. Bulletin, dated 15th February, 1983)

Progress in industrial peace

Between January and October 1982, the lebour relations monitoring unit set up by the Union Ministry of Labour, and received a total number of 42

cases—320 relating to strikes and 122 lock-outs. As a result of the steps taken by the unit, 250 strikes were called off and 73 lock-outs lifted.

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

8.644 UP bonded labour located

About 8,644 bonded labourers have been identified in the State so far.

The Labour Minister, Shri Sunil Shastri, said here on January, 28 that a survey in the entire State was in progress to identify and relieve bonded labourers.

Of the 8,644 identified bonded labourers, about 8,055 are located in the hills-The maximum number of bonded labourers, have been founded in Bandra, Allahabad, Fatehpur and Mirzapur districts.

The State Government, Shri Shastri said, was paying Rs. 4,000 in kind to rehabilitate them, So far 6,142 labourers have been rehabilitated, he added.

Talking about the minimum wages of the agricultural labourers, he said the process for revising their wages had already begun and would be announced very soon.

(Indian Worker, dated 1th February, 1983)

Minimum wage up by 13 per cent.

Spain has increased the minimum wages by 13 per cent and pensions by 16 per cent.

These are the first measures introduced by Government in an effort to improve the standards of living for millions of poor Spaniards.

The Government has also promised more social justice in spite of the economic crisis prevailing in the country.

(Indian Worker, dated 7th February, 1983)

Provident Fund payment rules to be relaxed

The Union Finance Ministry has initiated steps to mitigate the difficulty being experienced by the legal heirs of deceased employees in obtaining payment of the balance standing to the credit of the employees in the provident fund account, because of Section 53 of the Estate Duty Act.

This issue of the need to amend the Estate Duty Act was explained by INTUC President N. K. Bhatt, M. P., at the prebudget meeting with the representatives of the trade union centres convened by Finance Minister Pranab Mukherjee at New Delhi on January 29.

It has since been decided by the Government that the trustees of a provident fund recognised under section 80 of the Income Tax Act may make the payment to the entitled claimant without the production of the estate duty clearance provided the balance in the provident fund account of the deceased subscriber did not exceed Rs. 25,000.

This however would be subject to the following con ditions:—

(1) The claimant files and affidavit to the effect that the property passing on the death of the deceased member does not attract estate duty.

(2) The claimant furnishes an indemnity from undertaking to indemnify the trustees of the provident fund against any liability on account of estate duty that may arise.

The liability under the Estate Duty Act of the trustees of a provident fund account would, however, remain unchanged.

(Indian Worker, dated 14th February, 1983)

RMMS declared representative union

Shri S. R. Shinde, judge of the Bombay industrial court held on February 17 that the INTUC-led Rashtriya Mill Mazdoor Sangh (RMMS) continues to be the representative union for the textile industry of Bombay as it had not lost the requisite backing of the workers.

In its verdict on an appeal and counter appeal filed by Datta Samant's union and the RMMS against the decision of the Registrar of Trade Unions, the Court accepted the counter appeal of RMMS contending that it had the requisite membership strength to continue to hold the status of representative union for Bombay's textile industry under the Bombay Industrial Relations Act.

(Indian Worker, dated 21st February, 1983)

Orissa to amend Industrial Disputes Act

The Orissa Cabinet on February decided to amend the Industrial Disputes Act, with a view to preventing the managements from closing down their industrial units.

The amendments would have prospective effect, the Chief Minister, Shri J. B. Patnaik said here after the meeting.

The proposal was approved by the Cabinet in the context of the recent closure of three large private sector industrial units—the Orient Paper Mills at Brajarajnagar, the Kalinga Tubes Unit of the Indian Metals and Fero Alloys Limited at Choudwar and the Bhaskar Textile Mills at Jharsuguda, throwing out about 10.000 workers.

(Indian worker, dated 21st February, 1983)

Productivity bonus to Provident Fund Employees

The employees of various regional offices of the Employees' Provident Fund Organisation are likely to be paid productivity-linked bonus with effect from 1983-84 if the formula worked out by the National Productivity Council is finally accepted.

The productivity-linked bonus is to be declared on the basis of the performance of each region seperately.

The National Productivity Council has come out with a formula by which the employees are to get a bonus of 25 days' wages of 100 per cent of the target for a given year was achieved which should be treated as a productivity index of 100, For every additional point in the productivity index an additional bonus of one day's wage would be payable, subject to a ceiling of 40 days' wages.

The bonus payable would get reduced at the rate of one day's for every 0.74 per cent fall in productivity.

In the event of the productivity index achieved in a year falls short of 95, no bonus is payable. On the basis of the calculations of the National Productivity Council, the productivity index achieved in 1980-81 was 95 and 97 in 1981-82 and accordingly a bonus of 18 days wages was paid for 1980-81 and 21 days wages for 1981-82. It is claimed that region-wise computation of productivity index would yield better results.

According to reports, out of the 44.6 lakh subscribers who had not received account slips for the previous years, 19.7 lakh had not got them for one year. The real hard core backlog of subscribers not receiving Provident Fund slips or a period ranging from 3 to 13 years came to only 1.8 per cent and 98.2 per cent did know their balance till 4 years back.

90.5 per cent of the backlog is accounted for by six regions—Bihar, Kerala, Maharashtra, Tamil Nadu, Uttar Pradesh and West Bengal. In Maharashtra and Uttar Pradesh, there was an improvement in the performance on the introduction of an incentive scheme. On an experimental basis, it has been decided to issue pass books in Gujarat and Madhya Pradesh and if successful would be issued in other regions as well.

With regard to settlement of claims, it is said that the bulk of claims were rending for a period not more than three months. 25 per cent of the claims were returned for refiling because of faulty claims. A booklet to guide the contributors for making proper claims is being issued in all regional languages.

The measures proposed for liquidating arrears in provident fund are the publication of lists of defaulting employers in leading newspapers; production of a "no provident fund dues arrears certificate" by an establishment to banks while seeking financial essistance; and to disallow incometax rebate on unremitted Provident Fund dues.

It is learnt that there is no proposal for the extension of the Provident Fund Act to establishments with less than 10 employees.

The arrears of Provident Fund contributions in the case of unexempted establishments have gone up to Rs. 5.4 crores or 21 per cent during 1981-82 and 1980-81.

(Indian Worker, dated 28th February 1983)

Retirement age reduced for LIC Employees

The retirement age of Class III and IV employees of Life Insurance Corporation of India has been reduced to 58 years from 60 years.

A Notification to this effect has been issued by the Central Government here on February 23.

This decision brings the age of retirement of all the categories of employees in LIC to 58 years.

It has, however, been clarified that the reduction in retirement age will be applicable only to those class III and IV appointed to the services of LIC on or after the Notification.

(Indian Worker, dated 28th February 1983)

1LO Statistics Reveal: Women still face discrimination in wages

A double standard on pay day still plagues women workers everywhere according to the International Labour Office (ILO).

An analysis of statistics given in ILO's year book shows that in some countries, men earn more than twice as much wages as women working in the same sector.

The average earnings of women compared with men in non-agricultural activities in 1981 ranged from 44.8 per cent in South Korea to 86.2 per cent in Australia.

In the manufacturing sector alone, these ranged from 43.4 per cent in Japan to 90.1 in Sweden.

The study relating to non-agricultural activities covered 15 countries—three in Asia, 10 in Europe and two Oceania—and that in manufacturing industries 19 countries—three in Asia, 14 in Europe and two in Oceania.

The year book, however, notes that the figures should be used with caution as men and women often have different kinds of jobs and so wage differences between them reflect job differences as well as sex differences.

It say the gap between women's and men's wages widened slightly between 1977 and 1981 in seven countries: Czechoslovakia, Denmark, West Germany, Japan, Luxembourg, the Netherlands and Britain.

The earnings of women compared to men went down from 55.8 per cent to 53.3 per cent in Japan and from 71.9 per cent to 69.5 per cent in Britain.

There was some improvement in women's remuneration in six countries: Belguim, Cyprus, France, Iceland, New Zealand and Switzerland.

The increase was highest in Iceland—going up from 80.1 per cent to 83.7 per cent.

Japanese women working in the manufacturing sector experienced further erosion of their earnings compared to those of men, as they dropped from 46 per cent in 1977 to 43.4 per cent in 1981.

Women's earnings also went down in Denmark, Greece Luxembourg, the Netherlands, New Zealand and Britain.

In Ireland, their earnings improved from 61.4 per cent to 67.6 per cent.

Seven European countries, besides Sweden, reported wage ratios or over 70 per cent for women compared to men in 1981 and less than 70 per cent for Women's earnings also went down Ireland, Luxembourg, Switzerland and Britain.

(Indian Worker, dated 28th February 1983)

Committee appointed under the Minimum Wages Act

The Government of Maharashtra has appointed a Committee under the Minimum Wages Act, to hold enquiries in the conditions prevailing in the employment in any hospital (not falling under entry 6 in part I of the schedule to Minimum Wages Act 1948) in the State of Maharashtra and to advise

Government in the matter of revision of minimum rates of wages in the said employment.

(Daily Note, dated 2nd February 1983

ILO to examine Canadian wage restraint bill

When the Canadian Government announced some time ago its wage-restraint programme involving a 6 per cent increase in 1982 and 5 per cent in 1983, little did it know that the action may have to be defended before an international organization.

The UN has agreed to examine Canada's six-and-five wage restriant programme in March to determine whether it violates labour rights set out by the UN, a Senior Labour Department official says here on January 12.

As reported earlier, the case was to be heard in December by the International Labour Organisation but other cases had taken precedence, said Mr. Robert Armstrong, Assistant Deputy Minister for Labour.

Mr. Armstrong, Canada's representative to the ILO, said the case would probably be heard when the organisation reconvences on February 28.

According to information available, the Federal Government has told the UN that its programme of five and Six is an "exceptional measure", which does not violate any one's rights.

Although the law restricts collective bargaining on monetary issues, the ILO has recognize d the necessity to do so under certain conditions, the Government has told t he UN in a note despatched earlier in December.

If the ILO supports the union contention, it could mean a slap in the face for the Canadian Government. The international organization in that case can at best suggest legislative changes but it has no power to apply sanctions.

A union official said that his people were quite aware of the fact, that the ILO could not impose sanctions but a win with the international organisation would be a great moral victory for them.

(Indian Worker, dated 7th February 1983)

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Articles, Reports, Enquiries, etc.

(The views expressed in signed Articles appearing in this section carry weight in as much as they are expressed by the persons who know their subjects well.

They, however, do not necessarily reflect the views of Government.

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THE CHALLENGE

(Use of liquor and frug among Industrial workers—II)
BY

Dr. K. D. GANGRADE

Head of the Department of Social Work University of Delhi

In part two of this article (part one appeared in The Indian Worker of January 31, 1983) the author discusses his experiences of working with industrial workers in the city of Indore. Dr. Gangrade worked in Indore for a continuous period of two years, participating with the people in their festivals and ceremonies which helped him to get an intimate understanding of the people, their family life, culture and problems.

Prohibition is our nation's ultimate goal. The achievement of this ultimate goal calls for a comprehensive and integrated, approach to alcoholism. In order to reach this cherished destination, there should be a simultaneous attempt to solve the other problems confronting the workers.

A combination of external control, self control and participatory control is important to achieve our cherished aim. The first of these three controls is in the form of statutory compulsion. The second requires realisation from within and the third emphasises participation of members of the family, the peer group and the people at large in the whole process.

Statutory prohibition is resisted by powerful vested interests and, therefore, enactment and effective enforcement of law will require a massive political will supported by the real will of the personnel in the enforcement agencies and the people. In the absence of such a will it is extremely difficult to check the vested interests

Unfortunately, the vested interests, by virtue of their resources, enjoy the patronage of the politicians and bureaucrats. They also employ an ermy of anti-social musclemen. The interests of these get so intricately intermixed that they do not hesitate to cast on human miseries. There are instances where workers are induced to take to liquor to get the best out of them for more work and are mercilessly thrown out as soon as their productivity comes down.

Greedy money lenders advance loans to be squandered on liquor. The politicians exploit the weakness of the workers for liquor to gather votes, while swearing by Gandhiji and the prohibition policy. The administration is more keen on the revenue from exercise than solving the workers from the degenerating effects of liquor on them and their families.

The second requires realisation from within and the third emphasises participation of members of the family—the peer group and the people at large in

the whole process. The enactment and enforcement of law will require massive political will "supported by the "real will" of the legislatures and the people. In the absence of such a "will" it is extremely difficult to combot the sted interests.

The workers under the influence of liquor are not able to discern between good and evil. They become so addicted to it that they lose self-control and consciousness. There are number of cases reported in the newspapers that some of them under the influence of liquor indulge in sexual relations with their own daughters. The money meant for the medicine of children or other ailing members in the family has been squandered on liquor rather than to save precious lives. The children have to be withdrawn from the school for inability to pay fees and to provide them books. In fact, many children have to take to work to support or supplement the family income as most of the earnings of the father is spent on liquor.

The wide spread addiction to liquor amongst industrial workers poses a greatest challenge to the social workers and trade union leaders. The workers interested in taking up this challenging task would have to create awareness and mobilise and organise the people to fight this menace. They will face many disappointments and reverses in their work. They should neither lose heart nor faith in the people. "Their determined will" and sustained work will change the situation. The workers should not immediately start talking about liquor and its consequences with the addicts. They should identify their other problems and try to solve them to win their confidence.

Work in the City: Selection of the work area

I was interested to take up a small unit to begin my work with industrial workers. I was keen as a young worker to see the fruits of my work. I was not in such a hurry to demonstrate my skills and methods to impose on the people.

The trade union leaders of the textile industry of the town advised me to take up the work in a fringe village of the town. A good number of the villagers—about 100-125—commute every day to the city for the work. They were mostly first generation workers. The villagers requested the leaders to send some volunteers to work in their village. I volunteered to work in the village which was very near my residence. I thought that a compact village would provide a good opportunity for work.

Problem

The problems of the village and workers as identified were: (i) they drank heavily; (ii) they gambled; and (iii) the employers and their peers who did not belong to the village complained about the rude behaviour of these workers. The positive point in favour of the workers was that almost all of them were members of a trade union. It was the responsibility of the trade union to help these workers.

The basic problem before the trade union leaders was: (a) how to reduce the incidence of complaints from these workers; and (b) how to raise the image of these workers in the eyes of their employers and other workers, of

course, in my mind I thought use of liquor by the workers was the main villain, I was told by the leaders that at the main entrance of the village that there was a liquor shop near a temple.

Entry and establishing rapport

I went to the village one day at about 5 p.m. The approach road was uneven and kachcha. As I was walking along the main street of the village. I did not stop at any place until I reached the village temple. I must confess I did not have enough courage to stop and wish a group of people who had gathered at a liquor shop. A few villagers who seemed to be heavily drunk were sitting in small groups of three or four. Near the stairs of the temple, as per the custom, I took off my shoes and kept them aside. After offering my prayers I joined the gathering and listened to the story of Ramayana being told by the priest.

As soon as the priest completed the story he asked who I was. I told him that I belonged to the city and had come to village at the behest of a trade union leader. The prest and the villagers knew the trade union leader. They were happy to know that on their request somebody had been deputed to work in the village. He first, introduced me to an elderly and grey-haired person, popularly known as Ustad (a wrestler and head of a wrestling group, of the village). The second person introduced to me was Munshiji (a person who can read and write). The priest added that all the activities of the village depended on Munshiji. He was virtually the leader of the village. The third person introduced to me was a young wrestler named Jorawar.

It was getting dark and I intended to leave the village. I bade good-bye to the priest and the three leaders. The leaders accompanied me to the outskirts of the village in spite of my telling them not to take the trouble. They insisted on accompanying me as it was customary for them to see off the visitors.

Meeting Chacha of the village

When we reached the end of the village I saw a pacca house and Munshiji told me that it belonged to the Chacha (uncle). He was a christian. I was introduced as a "Babuji" of the city who had come to the village for helping us in our development tasks. Chacha said that the main ailments of the village were: (i) liquor shop; (ii) the gambling booth; (iii) the absence of primary school and adult education centre; and (iv) manipulative attitude of the village contractor. Munshiji and Jorawar also nodded their heads in agreement with him

Creating an idea

I pondered for sometime on the various issues of the village. It appeared to me that the problems were very complex. I wanted to work in those areas where I would get least resistence from the villagers. My idea was to "search for a programme acceptable to the majority of the villagers. If an idea for such a programme could be created amongst the villagers and successfully completed by theme it might be possible later on to direct them to other complex situations and problems. It struck me that a primary school for the children would provide a good process to bring the villagers together.

therefore, gathered information about the Government scheme for opening we school in the village. For this, I met the senior inspector of the school the area. After considerable discussion and persusion, the inspector agreed that there was a possibility of opening a school in the village. He also showed his willingness to visit the village and talk to the villagers in this matter.

Armed with all the relevant information and enthusiasm I went to the viliage and asked Ustad, Munshiji and others to do what they would like to do to a school. They said that they would request Manphool Singh and Jorawar brothers to allow the use of their new house, for the purpose of school for some met some of the officials of the education department and they were favourably aclined to assist the village in opening a school. The villagers were very much appreciative of my initiative and efforts. I suggested them that Munshiji and Jorawar Singh should meet the officials and impress upon them the necessity of providing a school in their village. I suggested that the contractor should also be involved in this task. The leaders were not very favourable about his participation. He was responsible for having the liquor shop and encouraging a gambling booth in the village. He was after money and was using all means to a start of the project. They reluctantly agreed and suggested that I should go with Manphool Singh.

Meeting with Contractor

It was not possible to meet the contractor in my several visits to the village. The School project had to be kept in abeyance due to a change in the officials the education department. However, the two leaders continued to meet the officials and got the sanction of the department. I was keen that the school hould be opened with the cooperation of all the villagers. I, therefore, asked Manphool Singh to arrange a meeting with the contractor. He succeded in his efforts.

I and Manpool Singh met the contractor. He was glad to know that some body had come to "awaken" the dead village. He spoke in very contemptuous terms about Munshiji and accused him of misappropriation of money from the funds collected and received from the Government and the people for constructing a pucca road. I did not discuss on these issues. I requested him to participate in the project of having a school in the village. His respone was positive to this suggestion. He would not mind donating money and material to raise a school building. The villagers were happy to know the positive response of the contractor. The School began to function in the house of Manphool Singh with the teachers and other facilities provided by the department.

The department did not lose much time in sanctioning the building grant as the people had already donated the land for the purpose and raised voluntary contributions. The building was erected within a period of nine months. With the held of school teachers I provided a medical chest in the village from the department of the health. The road was made pucca with the assistance of public works department and voluntary labour made available by the villagers.

Thus, the village was opened to outside world. Many leaders and officials began to visit the village.

Blessings of Vinobaji

The villagers approached Vinobaji, who was camping in the city, for his blessings. He was unable to find-time to visit the village. He sent his good wishes for the people in their work. He hoped that they would make their village a model village on the ideals of Gandhiji.

Impact of liquor on children and the members of the family

I had by this time won the confidence of the villagers and the members of their families, I found that about twenty per cent of the village children were not attending the school. It was revealed that their fathers spent all the money they earned on liquor. Their mothers with great difficulty were able to provide them with meals on occasions they were often forced to starve themselves to feed the children. They had even to see their children starving as nobody was advancing or giving them money or grains. They were also subjected to all kinds of beating and insults from their husbands. They felt extremely miserable to see that their children would also meet the same fate. They desired a better future for their children and wanted to send them to the school like the children of other families.

Constructive use of conflict

I was happy that the women folk were aware of the importance of education. They were eager to give a better future to their children. I advised them not to bow down to their husbands. They should resist and must demand their set of money for household purposes. They should prepare their children to appeal to the good sense of their fathers to take care of them rather than neglect them. They should sent the children to the school at the cost of annoying their husband.

The children would be provided with books and adequate dresses with the help of one of the agencies. In this task I took the assistance of the Chachi(a retired school teacher) wife of Chacha. She created the confidence in the women of the village not to take things lying low. She rebuked and scolded the men.

To sum up, people have an inner strength. We can create circumstances in which people's inner strength will express itself.

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ANNUAL REPORT OF THE CONSUMER PRICE INDEX NUMBERS FOR THE WORKING CLASS FOR THE STATE OF MAHARASHTRA FOR THE YEAR 1982

BOMBAY-

The Community Price Index Number for Working Class (New Series) for the Bentis centre variou between 168 to 118 during the year under review. The average of the summittees for the whole year cause to 490 which was about 4.9 times higher than that of high period (1960 = 100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1982.

| Month and Year | | | | | Р | Consumer rice Index Number | Variation in points as compared to previous month | |
|----------------|-----|-------|-------|---|---|----------------------------------|---|--|
| Lauren | | | | | | 468 | -1 | |
| | • • | | • • | | | 469 | +1 | |
| | • • | • • | • • • | | | 468 | -1 | |
| March | • • | • • • | | •• | | 473 | -5 | |
| April | • • | • • | | • • | | 479 | -6 | |
| May | | | • • | • | | 488 | - 0 | |
| June | ٠. | | • • | | | 496 | 18 | |
| July | | • • | • • | • • | • | 506 | -10 | |
| August | ٠. | | | | | | - 00 | |
| September | • | | | | | 498 | 7 | |
| | | | | | | 501 | 4.3 | |
| November | • | | | | | 510 | 32 | |
| December | | | | | | 518 | 18 | |
| | | | | Average | | 490 | | |

The following table shows the groupwise index numbers for the Bombay centre for each month of the year.

| Month and Y | еаг | Food | Pan, Supari tobacco etc. | Fuel and Light | Housing | Clothing Bedding and Foot- wear | Miscel- laneous |
|-------------|------------|------|--------------------------------|----------------------|---------|--|--------------------|
| 1982— | | | | | | | |
| January | | 516 | 484 | 569 | 159 | 472 | 369 |
| February | | 512 | 502 | 584 | 159 | 479 | 370 |
| March | | 510 | 504 | 588 | 159 | 475 | 371 |
| April | | 514 | 510 | 591 | 159 | 478 | 385 |
| May | | 521 | 518 | 606 | 159 | 479 | 387 |
| June | | 532 | 511 | 633 | 159 | 491 | 390 |
| July | | 541 | 507 | 650 | 160 | 498 | 395 |
| August | | 557 | 499 | 660 | 160 | 509 | 396 |
| September | | 541 | 501 | 661 | 160 | 512 | 397 |
| October | | 545 | 505 | 664 | 160 | 515 | 401 |
| November | | 559 | 506 | 665 | 160 | 517 | 403 |
| December | | 571 | 505 | 673 | 160 | 525 | 406 |
| Avera | ge <u></u> | 535 | 504 | 629 | 160 | 496 | 389 |

The average of the index numbers was higher than that of the base year for the food by about 5.4 times, the pan supari, tobacco etc., group by about 5.0 times, the fuel and light group by about 6.3 times, the housing group by about 1.6 times the clothing, beddding and footwear groups by about 5.0 times and the miscellaneous groups by about 3.9 times

CULE Consumer Price Index Number for working class (New series) for the Solapur Centre d between 492 to 527 during the year under review. The average of the Index Number whole year comes to 514 which was about 5 times higher than that of base period

The following table gives the monthly Consumer Price Index Numbers (New Series) during

| | Month and Year | | Consumer Price Index Number | Variation in points as compared to provious month |
|--|----------------|---------|--|---|
| January . February . March . April . May . June . July . August . September . November . | | | 530 517 493 492 493 500 513 523 525 525 525 527 | + 913241 +1 +713 +10 +2 Steady1 +3 |
| Doction 1 | | Average | 514 | - |

The following table shows the groupwise Index Number for the Solapur Centre for each month of the year 1982.

| Month and Year Food 1 2 | Pan, Supari obacco etc. | Fuel and light 4 | Housing 5 | Clothing bedding and Foot- wear 6 | Miscellaneous |
|--------------------------|-------------------------------|---------------------------|--------------|---|---------------|
| | 425 | | 5 | | 7 |
| | 425 | | | O | / |
| 1982— | | 622 | | | |
| | | 622 | | | |
| January 581 | 430 | V der des | 227 | 502 | 330 |
| February 561 | 429 | 622 | 227 | 503 | 390 |
| March 520 | 435 | 626 | 227 | 508 | 394 |
| April . 517 | 437 | 631 | 227 | 509 | 398 |
| May 518 | 448 | 635 | 227 | 509 | 398 |
| June . 530 | 441 | 636 | 227 | 508 | 398 |
| 00.7 | 434 | 653 | 237 | 534 | 398 |
| 1.00 | 432 | 655 | 237 | 534 | 398 |
| Displaced | 436 | 657 | 237 | | 399 |
| 00.007 | 440 | 671 | 237 | | 401 |
| 11010111001 | 441 | 672 | 237 | | 401 |
| December 562 | 440 | 675 | 237 | 540 4 | 1 05 |
| Average 548 | 436 | 646 | 232 | 521 3 | 398 |

The average of the index number was higher than that of the base year for the food 5.5 times, the pan, supari, tobacco etc., 4-4 times, the fuel and light 6-5 times, the clothing. bedding and footwear group 5-2 times, the miscellaneous group 4-0 times and for housing

ANNUAL REPORT FOR THE YEAR 1982

NAGPUR

The Consumer Price Index Number for Working Class (New S ries) for the Nagpur Cinita varied between 476 to 523 during the year under review. The average of the Index Number for the whole year cames to 497 which was about 5 times higher than that of base period (1960–100).

The following table gives the monthly Consumer Price Index Numbers (New Series) during the year 1982.

| | Month and Year | | Consumer Price Index Number | Variation in points as compared to provious month |
|--|----------------|---------|--|--|
| | 1 | | 2 | 3 |
| 1= | | | | |
| January February March April May June July August September October November | | | 485 480 477 476 478 482 496 519 523 517 516 520 | +6 -5 -3 -1 -2 +4 +14 +23 +4 |
| | | Averag: | 497 | |

The following table shows the groupwise index numbers for the Nagpur Centre for each month of the year 1982.

| Month and Year | Food | Pan, Supari, tobacco etc. | Fuel and light | Housing | Clothing bodding and footwar | Mis- collaneous |
|---|--|--|--|--|--|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1982 | | | | | | |
| January February March April May June July August Soptimber Octob r November December | 522 504 496 493 499 520 556 562 547 545 | 469 480 482 490 476 480 487 497 494 438 488 490 | 599 654 681 681 708 727 730 749 748 749 751 750 | 224 224 224 224 224 224 240 240 240 240 | 558 561 564 563 569 569 569 573 575 580 587 580 | 376 378 378 384 384 384 386 390 400 400 400 |
| Average | 524 | 485 | 711 | 232 | 571 | 387 |

The average of the index number was higher than that of the base year for the food 5:2 times, that pan, supari, tobacco etc., 4:8 times, the fuel and light 7:1 times, the clothing bedding and footwear 5:7 times, the miscellaneous group 3:9 times and housing by about 2:3 times.

PLNE

The Consumer Price Index Number for working class (New Series) for the Pune Centre raried between 437 and 436 during the year under review. The average of the index number for the whole years comes to 460 which was about 5 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1982.

| | Year and Mo | nth | | Consumer Price Index Number | Variation in points as compared to previous month |
|------------|-------------|-----|---------|-----------------------------------|---|
| | | | | | |
| January | | | | 444 | |
| C. barrens | | | | 440 | -4 |
| 5.4 | | | | 437 | —3 |
| A13 | | | | 438 | +1 |
| Nine | | | | 447 | +9 |
| 1 | | | | 449 | +2 |
| 1.4 | | | | 457 | +8 |
| A | | | | 483 | +26 |
| September | | | | 482 | -1 |
| October | | | | 479 | -3 |
| November | | | | 486 | +7 |
| December | | | | 481 | 5 |
| | | | Average | 460 | |

The following table shows groupwise index number for the Pune Centre for each month of the year 1982.

| Year and Month | 1 | Food | Fuel and Light | Housing | Clothing and footwear | Miscel- laneous |
|----------------|---|------|-------------------|---------|-----------------------------|--------------------|
| 982 | | | | | | |
| January | | 502 | 471 | 138 | 497 | 348 |
| February | | 492 | 476 | 138 | 513 | 348 |
| March | | 484 | 490 | 138 | 516 | 348 |
| April | | 481 | 490 | 138 | 518 | 362 |
| Мау | | 491 | 504 | 138 | 520 | 371 |
| June | | 490 | 532 | 138 | 520 | 373 |
| July | | 500 | 573 | 138 | 519 | 374 |
| August | | 528 | 620 | 138 | 519 | 407 |
| September | | 521 | 666 | 138 | 519 | 407 |
| October | | 514 | 676 | 138 | 519 | 408 |
| November | | 520 | 734 | 138 | 519 | 407 |
| December | | 513 | 711 | 138 | 524 | 406 |
| Average | | 503 | 579 | 138 | 517 | 380 |

The average of the index numbers was higher than that of the base year for the Food 5 times, Fuel and Light 5 8 times, for Housing by about 1.3 times, for the Clothing and Footwear 5.2 times and the Miscellaneous group by about 3.8 times.

The Consumer Price Index Number for Working Class (New Series) for the Jaglaon Centre varied between 478 and 501 during the year under review. The average of the index number for the whole year comes to 490 which was about 5 times higher than that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) during the year 1981.

| | Year and | Month | | | Consumer Price Index Number | Variation in points as compared to that of previous month |
|---------------------------------------|----------|-------|---------|-----|-----------------------------------|---|
| 19 | | | | | | |
| January | | | | | 482 | -11 |
| To be a second | | • • | • • | | 492 | 10 |
| March | ' | • • | | | 481 | 11 |
| A moral 1 | | • • • | | | 480 | -1 |
| Man | | | | | 478 | -2 |
| Tuna | | • • | | | 481 | 3 |
| Testas | • | • • • | • • | | 494 | —13 |
| · · · · · · · · · · · · · · · · · · · | | | • • | | 501 | -7 |
| August . September | | • • | | | 497 | -4 |
| Ostoboo | | • • | | | 497 | |
| November | | • • | | | 491 | -6 |
| December | ·. | | | • • | 500 | 9 |
| | | | Average | | 490 | |

The following table shows group-wise index number for the Jalgaon Centre for each month of the year 1982.

| Year and Month | Food | Fuel and Light | Housing | Clothing and Footwear | Miscel- laneous |
|----------------|-------|-------------------|---------|-----------------------------|--------------------|
| 1981 | | | | | |
| January | 537 | 616 | 178 | 449 | 349 |
| February | 548 | 656 | 178 | 449 | 350 * |
| March | 530 | 656 | 178 | 448 | 350 |
| April | . 518 | 656 | 178 | 479 | 370 |
| May | . 514 | 656 | 178 | 479 | 370 |
| June | . 520 | 656 | 178 | 478 | 370 |
| July | . 541 | 656 | 182 | 478 | 370 |
| August | . 551 | 656 | 182 | 474 | 378 |
| September | . 540 | 656 | 182 | 479 | 390 |
| October | . 541 | 656 | 182 | 473 | 391 |
| November | . 532 | 656 | 182 | 470 | 391 |
| December | . 538 | 706 | 182 | 483 | 392 |
| Average | . 534 | 657 | 180 | 470 | 373 |

The average of the index number was higher than that of the base year for the Food group by about 5.3 times for the fuel and light group by about 6.6 times for housing by about

DANSOLD

The Consumer Price Index Number for Working Class (New Series) for the Nanded Center ied between 520 and 563 during the year under review. The average of the index number for whole year came to 542 which was about 5 times higher than that of the base period 1961=100).

The following table gives the monthly consumer price Index Number (New Series) during the year 1981.

| Year and Month | | | | | Consumer price index Number | Variation in points as compared to that of the previous month | |
|----------------|--|--|--|---------|-----------------------------------|---|--|
| 1982 | | | | | | | |
| January | | | | | 536 | — 5 | |
| C harrages | | | | | 531 | <u>_5</u> | |
| March | | | | | 530 | -1 | |
| April . | | | | | 529 | -1 | |
| May | | | | | 520 | _9 | |
| June | | | | | 522 | _2 | |
| July | | | | | 535 | —13 | |
| August | | | | | 559 | -24 | |
| September | | | | | 561 | -2 | |
| October | | | | | 555 | 6 | |
| November | | | | | 560 | 5 | |
| December | | | | | 563 | 3 | |
| | | | | Average | 542 | *** | |

The following tables shows group-wise index number for the Nanded Centre for each month of the year 1981.

| Year and Month | 1 | Food | Fuel and Light | Housing | Clothing and bedding | Miscel- laneous |
|----------------|---|------|-------------------|---------|----------------------------|--------------------|
| 1 | | 2 | 3 | 4 | 5 | 6 |
| 981 | | | | | | |
| January | | 595 | 637 | 285 | 468 | 396 |
| February | | 587 | 637 | 285 | 468 | 396 |
| March | | 585 | 637 | 285 | 468 | 392 |
| April | | 580 | 637 | 285 | 476 | 399 |
| May | | 564 | 667 | 285 | 475 | 401 |
| June . | | 563 | 687 | 285 | 476 | 403 |
| July . | | 585 | 687 | 285 | 475 | 405 |
| August | | 622 | 687 | 285 | 475 | 414 |
| September | | 627 | 687 | 285 | 475 | 409 |
| October | | 614 | 687 | 285 | 480 | 413 |
| November | | 621 | 687 | 285 | 482 | 413 |
| December | | 627 | 687 | 285 | 480 | 413 |
| Average | | 598 | 669 | 285 | 475 | 404 |

The average of the index number was higher than that of the base year for the food group by about 6.0 times, for the fuel and light group by about 6.7 times, for the housing by about 2.9 times for the clothing and footwear group by about 4.8 times and the miscellaneous

AURANGABAD

The Consumer Price Index Number for Working Class (New Series) for the Aurangabad Centre varied between 483 and 533 during the year under review. The average of the index number for the whole year comes to 508 which was about 5 times higher that of the base period (1961=100).

The following table gives the monthly Consumer Price Index Number (New Series) duling the year 1982.

| | Year and | Month | | Consumer Price Index Number | Variation in point as compared to that of previous month |
|---|----------|-------|---------|--|--|
| 1982 | | | | | |
| January February March April May June July August September October November December | | | | 512 505 500 494 488 483 501 512 517 522 528 533 | + 8 - 7 - 5 - 6 - 6 - 5 + 18 + 11 + 5 + 5 + 6 + 5 |
| | | | Average | 508 | |

The following table shows group-wise Index Number for the Aurangabad Centre for each month of the year 1982.

| Year and month | Food | Fuel and Light | Housing | Clothing and footwear | Miscel- laneous |
|----------------|-------|-------------------|---------|-----------------------------|--------------------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| 1982 | | | | | |
| January | . 571 | 546 | 316 | 469 | 386 |
| February | . 555 | 546 | 316 | 469 | 405 |
| March | . 547 | 546 | 316 | 477 | 405 |
| April | . 534 | 546 | 316 | 488 | 408 |
| May | . 524 | 546 | 316 | 494 | 408 |
| June | . 515 | 546 | 316 | 494 | 408 |
| July | . 533 | 647 | 316 | 492 | 408 |
| August | 549 | 647 | 316 | 490 | 415 |
| September | 552 | 701 | 316 | 484 | 416 |
| October | 554 | 754 | 316 | 473 | 416 |
| November | 562 | 754 | 316 | 473 | 426 |
| December | 572 | 754 | 316 | 473 | 421 |
| Average | 547 | 628 | 316 | 481 | 410 |

The average of index number was higher than that of the base year for the food group by 5.5 times, for fuel and light group by 6.3 times, for housing by about 3.2 times, for the clothing and footwear group by 4.8 times and the miscellaneous group by about 4.1 times.

Labour Legislation

THE INDUSTRIAL DISPUTES (AMENDMENT) ACT, 1982 No. 46 OF 1982

[31st August 1

An Act further to amend the Industrial Disputes Act, 1947.

Be it enacted by Parliament in the Thirty-third Year of the Republic India as follows

- 1. Short title and commencement.—(1) This Act may be called the Indus Disputes (Amendment) Act, 1982.
- (?) It shall come into force on such date as the Central Government r by notification in the Official Gazette, appoint.
- 2. Amendment of section 2.—In section 2 of the Industrial Disputes 1947 (14 of 1947), (hereinafter referred to as the principal Act),—
- (a) in clause (a), in sub-clause (i), for the portion beginning with words "the Industrial Finance Corporation of India" and ending the words and figures "the Regional Rural Banks Act, 1976" (21 of 19 the following shall be substituted, namely

A Dock Labour Board established under section 5A of the Dock wor (Regulation of Employment) Act, 1948 (9 of 1948), or the Indus Finance Corporation of India established under section 3 of the Indus Finance Corporation Act, 1948 (15 of 1948), or the Employees' S Insurance Corporation established under section 3 of the Employee State Insurance Act, 1948 (34 of 1948), or the Board of Trustees constit under section 3A of the Coal Mines Provident Fund and Miscellan Provisions Act, 1948 (46 of 1948), or the Central Board of Trustees the State Boards of Trustees constituted under section 5A and section respectively., of the Employees' Provident Fund and Miscellan Provisions Act, 1952 (19 of 1952), or the "Indian Airlines" and " India "Corporations established under section 3 of the Air Corporations Act, 1953 (27 of 1953), or the Life Insurance Corporation of India estab ed under section 3 of the Life Insurance Corporation Act, 1956 (3 1956), or the Oil and Natural Gas Commission established under secti of the Oil and Natural Gas Commission Act, 1959 (43 of 1959), or Act, 1961 (47 of 1961), or the Central Warehousing Corporation establish under section 3 of the Warehousing Corporations Act, 1962 (58 of 19 or the Unit Trust of India established under section 3 of the Unit 7 of India Act, 1963 (52 of 1963), or the Food Corporation of India establishment ed under section 3, or a Board of Management established for two 1964 (37 of 1964), or the International Airports Authority of In constituted under section 3 of the International Airports Authority of India Act, 1971 (43 of 1971), or a Regional Rural Bank established under section 3 of the Regional Rural Banks Act, 1976 (21 of 1976), or the Expert Credit and Guarantee Corporation Limited or the Industrial Reconstruction Corporation of India Limited;

- (b) after clause (c), the following clause shall be inserted, namely
- '(cc) "closure" means the permanent closing down of a place of employment or part thereof; ';
- (c) for clause (j), the following clause shall b substituted, namely
- '(j) "industry" means any systematic activity carried on by co-operation between an employer and his workmen (whether such workmen are employed by such employer directly or by or through any agency, including a contractor) for the production, supply or distribution of goods or services with a view to satisfy human wants or wishes (not being wants or wishes which are merely spiritual or religious in nature), whether or not,—
- (i) any capital has been invested for the purpose of carrying on such activity; or
- (n) such activity is carried on with a motive to make any gain of profit,

and includes-

- (a) any activity of the Dock Labour Board established under section 5A of the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948);
- (b) any activity relating to the promotion of sales or business or both carried on by an establishment,

but does not include-

(1) any agricultural operation except where such agricultural operation is carried on in an integrated manner with any other activity (being any such activity) as is referred to in the foregoing provisions of this clause) and such other activity is the predominant one.

Explanation—For the purposes of this sub-clause "agricultural operation" does not include any activity carried on in a plantation as defined in clause (f) of section 2 of the Plantations Labour Act, 1951 (69 of 1951); or

- (2) hospitals or dispensaries; o
- (3) educational, scientific, research or training institutions; or
- (4) institutions owned or managed by organisations wholly or substantially engaged in any charitable, social or philantrophic service; or
- (5) khadi or village industries; or
- (6) any activity of the Government relatable to the sovereign functions of the Government including all the activities carried on by the departments of the Central Government dealing with defence research, atomic energy and space; or
- (7) any domestic service; or

(3) any activity, being a profession practised by an individual or body of individuals, if the number of persons employed by the individual or body of individuals in relation to such profession is less than ten; or

(9) any activity, being an activity carried on by a co-operative society or a club or any other like body of individuals, if the number of persons employed by the co-operative society, club or other like body of individuals in relation to such activity is less than ten; ';

(d) after clause (k), the following clause shall be inserted, namely:—

'(ka) "industrial establishment or undertaking" means an establishment or undertaking in which any industry is carried on:

Provided that where several activities are carried on in an establishment or undertaking and only one or some of such activities is or are an industry or industries, then,—

- (a) if any unit of such establishment or undertaking carrying on any activity, being an industry, is severable from the other unit or units of such establishment or undertaking, such unit shall be deemed to be a separate industrial establishment or undertaking;
- (b) if the predominant activity or each of the predominant activities carried on in such establishment or undertaking or any unit thereof is an industry and the other activity or each of the other activities carried on in such establishment or undertaking or unit thereof is not severable from and is, for the purpose of carrying on, or aiding the carrying on of, such predominant activity or activities, the entire establishment or undertaking or, as the case may be, unit thereof shall be deemed to be an industrial establishment or undertaking; ';
- (e) clause (kka) shall be relettered as clause (kkb) and before the clause as so relettered, the following clause shall be inserted, namely:—
- '(kka)' 'khadi' has the meaning assigned to it in clause (d) of section 2 of the Khadi and Village Industries Commission Act, 1956 (61 of 1956);';
- (f) in clause (kkk) for the words "or for any other reason", the words or natural calamity or for any other connected reason" shall be substituted;
- (g) in clause (l), for the words "closing of a place of employment", the words "temporary closing of a place of employment" shall be substituted;
- (h) after clause (q), the following clause shall be inserted, namely:—
- '(qq) "trade union" means a trade union registered under the Trade Unions Act, 1926 (16 of 1926);
- (i) after clause (r), the following clauses shall be inserted, namely:
- '(ra) "unfair labour practice" means any of the practices specified in the Fifth Schedule;
- (rb) "village industries" has the meaning assigned to it in clause (h) of section 2 of the Khadi and Village Industries Commission Act, 1956 (61 of 1956); ';

(j) in clause (rr), after sub-clause (m), the following sub-clause shall be inserted, namely

"(10) any commission payable on the promotion of sales or business or both;";

(k) for clause (s), the following clause shall be, substituted, namely

'(s) "workman" means any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and for the purposes of any proceeding under this Act in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched in connection with or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute, but does not include any such person—

(i) who is subject to the Air Force Act, 1950 (45 of 1950), or the Army Act, 1950 (46 of 1950), or the Navy Act, 1957 (62 of 1957); or

(u) who is employed in the police service or as an officer or other employee of a prison; or

(iii) who is employed mainly in a managerial or administrative capacity; or

(10) who, being employed in a supervisory capacity, draws wages exceeding one thousand six hundred rupees per mensem or exercises, either by the nature, of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.

3. Amendment of section 7.—In section 7 of the principal Act, in subsection (3), clause (c) shall be omitted.

4. Amendment of section 7A.—In section 7A of the principal Act—

(a) in sub-section (1), after the words "the Third Schedule", the words "and for performing such other functions as may be assigned to them under this Act" shall be inserted;

(b) in sub-section (3),—

(i) in clause (aa), the word "or" at the end shall be omitted;

(u) clause (h shall be omitted.

5. Amendment of section 78.—In section 7B of the principal Act, in subsection (3), for the portion beginning with the word "unless" and ending with the words "not less than two years", the words "unless he is, or has been, a Judge of a High Court" shall be substituted.

6. Amendment of section 9A.—In the proviso to section 9A of the principal Act, in clause (a), for the words, brackets and figures "settlement, award or decision of the Appellate Tribunal constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950 (48 of 1950)", the words "settlement or award" shall be substituted

1 Insertion of new chapter 11 B.—After section 9B of the principal Act, the following Chapter shall be inserted, namely:—

CHAPTER II-F

REFERENCE OF CERTAIN INDIVIDUAL DISPUTES TO GRIEVANCE
SETTLEMENT AUTHORITIES

9C. Setting up of Grievance Settlement Authorities and reference of certain wividual disputes to such authorities.—(1) The employer in relation to every adustrial establishment in which fifty or more workmen are employed or have seen employed on any day in the preceding twelve months, shall provide for, a grievance with the rules made in that behalf under this Act, a Grievance settlement Authority for the settlement of industrial disputes connected with an individual workman employed in the establishment.

(2) Where an industrial dispute connected with an individual workman arises in an establishment referred to in sub-section (1), a workman or any trade union of workmen of which such workman is a member, refer, in such manner as may be prescribed such dispute to the Grievance Settlement Authority proyided for by the employer under that sub-section for settlement.

(3) The Grievance Settlement Authority referred to in sub-section (1) shall follow such procedure and complete its proceedings within such period as may be prescribed.

(4) No reference shall be made under Chapter III with respect to any dispute referred to in this section unless such dispute has been referred to the Grievance Settlement Authority concerned and the decision of the Grievance Settlement Authority is not acceptable to any of the parties to the dispute.

Amendment of section 10.—In section 10 of the principal Act—

(a) in sub-section (1), after the second proviso, the following proviso shall be inserted, namely:—

"Provided also that where the disputes in relation to which the Central Government is the appropriate Government, it shall be competent for that Government to refer the disputes to a Labour Court or an Industrial Tribunal, as the case may be, constituted by the State Government;";

(b) after sub-section (2), the following sub-section shall be inserted, namely:—

(2.4) An order referring an industrial dispute to a Labour Court, Tribunal or National Tribunal under this section shall specify the period within which such Labour Court, Tribunal or National Tribunal shall submit its award on such dispute to the appropriate Government:

Provided that where such industrial dispute is connected with an individual workman, no such period shall exceed three months:

Provided further that where the parties to an industrial dispute apply in the prescribed manner, whether jointly or separately, to the Labour Court, Tribunal or National Tribunal for extension of such period or for any other reason, and the presiding officer of such Labour Court, Tribunal or National Tribunal considers it necessary or expedient to extend such period, he may for reasons to be recorded in writing, extend such period, by such further period as he may think fit:

Provided also that in computing any period specified in this sub-section, the period, if any, for which the proceedings before the Labour Court, Tribunal or National Tribunal had been stayed by any injunction or order of a Civil Court shall be excluded:

Provided also that no proceedings before a Labour Court, Tribunal or National Tribunal shall lapse merely on the ground that any period specified under this sub-section had expired without such proceedings being completed.";

- (c) after sub-section (7), the following sub-section shall be inserted, namely:—
- "(8) No proceedings pending before a Labou. Court, Tribunal or National Tribunal in relation to an industrial dispute shall lapse merely by reason of the death of any of the parties to the dispute being a workman, and such Labour Court, Tribunal or National Tribunal shall complete such proceedings and submit its award to the appropriate Government.
- 9. Amendment of section 11.—In section 11 of the principal Act,—
- (a) in sub-section (4),—
- (1) for the words "may call for" the words "may enforce the attendance of any person for the purpose of examination of such person or call for" shall be substituted:
- (ii) for the words "in respect of compelling, the production of documents", the words "in respect of enforcing the attendance of any person and examining him or of compelling the production of documents "shall be substituted;
- (b) in sub-section (8), for the words and figures "sections 480, 482 and 484 of the Code of Criminal Procedure, 1898 (5 of 1898)", the words and figures "sections 345, 346 and 348 of the Code of Criminal Procedure, 1973 (2 of 1974)" shall be substituted.
- 10. Amendment of section 15.—In section 15 of the principal Act, for the words "as soon as it is practicable on the conclusion thereof", the words, brackets, figures and letter "within the period specified in the order referring such industrial dispute or the further period extended under the second proviso to sub-section (2A) of section 10" shall be substituted.
- 11. Insertion of new section 17B.—After section 17A of the principal Act, the following section shall be inserted namely:—
- "17B. Payment of full wages to workman pending proceedings in higher courts.—Where in any case, a Labour Court, Tribunal or National Tribunal by its award directs reinstatement of any workman and the employer prefers any proceedings against such award in a High Court or the Supreme Court, the employer shall be liable to pay such workman, during the period of

pendency of such proceedings in the High Court or the Supreme Court, full wages last drawn by him inclusive of any maintenance allowance admissible to him under any rule if the workman had not been employed in any establishment during such period and an affidavit by such workman had been filed to that effect in such Court:

Provided that where it is proved to the satisfaction of the High Court or the Supreme Court that such workman had been employed and had been receiving adequate remuneration during any such period or part thereof, the Court shall order that no wages shall be payable under this section for such period or part, as the case may be".

- 12. Amendment of section 25K.—In section 25K of the principal Act, in sub-section (1), for the words "three hundred the words "one hundred", shall be substituted.
- 13. Amendment of section 25M.—In section 25M of the principal Act,—
- (a) in sub-section (1), after the words "or to natural calamity" the words, and in the case of a mine, such lay-off is due also to fire, flood, excess of inflammable gas or explosion" shall be inserted.
- (b) after sub-section (2), the following sub-section shall be inserted, amely:—
- "(2A) Where the workmen (other than badli workmen or casual workmen) of an industrial establishment being a mine have been laid-off under sub-section (1), for reasons of fire, flood or excess of inflamable gas or explosion, the employer in relation to such establishment shall, within a period of thirty days from the date of commencement of such lay-off, apply to the authority specified under sub-section (1) for permission to continue the lay-off.";
- (c) in sub-sections (3), (4) and (5) after the words brackets and figure "under sub-section (2)", the words brackets, figure and letter" or subsection (2A)" shall be inserted.
- 14. Substitution of new section for section 25-O.—For section 25-O of the principal Act, the following section shall be substituted, namely
- "25-O. Procedure for closing down an undertaking.—(1) An employer who intends to close down an undertaking of an industrial establishment to which this Chapter applies shall, in the prescribed manner, apply, for prior permission at least ninety days before the date on which the intended closure is to become effective, to the appropriate Government, stating clearly the reasons for the intended closure of the undertaking and a copy of such application shall also be served simultaneous, on the representatives of the workmen in the prescribed manner:

Provided that nothing in this sub-section shall apply to an undertaking set up for the construction of buildings, bridges, roads, canals, dams or for other construction work.

(2) Where an application for permission has been made under sub-section (1), the appropriate Government, after making such enquiry as it thinks

fit and after giving a reasonable opportunity of being heard to the employer, the workmen and the persons interested in such closure may, having regard to the geuineness and adequacy of the reasons stated by the employer, the interests of the general public and all other relevant factors by order and for reasons to be recorded in writing, grant or refuse to grant such permission and a copy of such order shall be communicated to the employer and the workmen.

- (3) Where an application has been made under sub-section (1) and the appropriate Government does not communicate the order granting or refusing to grant permission to the employer within a period of sixty days from the date on which such application is made, the permission applied for shall be deemed to have been granted on the expiration of the said period of sixty days.
- (4) An order of the appropriate Government granting or refusing to grant permission shall, subject to the provisions of sub-section (5), be final and binding on all the parties and shall remain in force for one year from the date of such order.
- (5) The appropriate Government may, either on its own motion or on the application made by the employer or any workmen, review its order granting or refusing to grant permission under sub-section (2) or refer the matter to a Tribunal for adjudication:

Provided that where a reference has been made to a Tribunal under this sub-section it shall pass an award within a period of thirty days from the date of such reference.

- (6) Where no application for permission under sub-section (!) is made within the period specified therein, or where the permission for closure has been refused, the closure of the undertaking shall be deemed to be illegal from the date of closure and the workmen shall be entitled to all the benefits under any law for the time being in force as if the undertaking had not been closed down.
- (7) Notwithstanding anything contained in the foregoing provisions of this section, the appropriate Government may, if it is satisfied that owing to such exceptional circumstances as accident in the undertaking or death of the employer or the like it is necessary so to do, by order, direct sthat the provisions of sub-section (1) shall not apply in relation to such undertaking for such period as may be specified in the order.
- (8) Where an undertaking is permitted to be closed down under subsection (2) or where permission for closure is deemed to be granted under sub-section (3), every workman who is employed in that undertaking immediately before the date of application for permission under this section, shall be entitled to receive compensation which shall be equivalent to fifteen days' average pay for every completed year of continuous service or any part thereof in excess of six months.".
- 15. Amendment of section 25R.—In section 25R of the principal Act;—
- (a) in sub-section (2), for the words, brackets, figures and letters "a direction given under sub-section (2), of section 25-O or section 25P", the words.

brackets, figures and letters "an order refusing to grant permission to close down an undertaking under sub-section (2) of section 25-O or a direction given under section 25-P" shall be substituted;

- (b) sub-section (3) shall be omitted.
- 16. Insertion of new Chapter VC.—After Chapter VB of the principal Act, following Chapter shall be inserted, namely:—

CHAPTER VC

UNFAIR LABOUR PRACTICES

- 25T. Prohibition of unfair labour practice.—No employer or workman of a trade union, whether registered under the Trade Union Act, 1926 (16 of 1926), or not, shall commit any unfair labour practice.
- 25U. Penalty for committing unfair labour practices.—Any person who commits any unfair labour practice shall be punishable with imprisonment for a term which may extend to six months or with fine which may extend to one thousand rupees or with both,
- 17. Amendment of section 33.—In section 33 of the principal Act, in subsection (5),—
- (a) for the words "as expeditiously as possible", the words "within a period of three months from the date of receipt of such application" shall be substituted:
- (b) the following provisos shall be inserted, namely
- "Provided that where any such authority considers it necessary or expedient so to do, it may, for reasons to be recorded in writing, extend such period by such further period as it may think fit:

Provided further that no proceedings before any such authority shall lapse merely on the ground that any period specified in this sub-section had expired without such proceedings being completed.".

- 18. Amendment of section 33A.—In section 33A of the principal Act,—
- (a) for the words "before a Labour Court, Tribunal or National Tribunal", the words "before a conciliation officer, Board, an arbitrator, a Labour Court, Tribunal or National Tribunal" shall be substituted;
- (b) for the portion beginning with the words "in the prescribed manner to such Labour Court" and ending with the words "apply accordingly,", the following shall be substituted, namely:—
 - "in the prescribed manner,—
 - (a) to such conciliation officer or Board, and the conciliation officer or Board shall take such complaint into account in mediating in, and promoting the settlement of, such industrial dispute; and
- (b) to such arbitrator, Labour Court, Tribunal or National Tribunal and on receipt of such complaint, the Arbitrator, Labour Court, Tribunal or National Tribunal as the case may be, shall adjudicate upon the

complaint as if it were a dispute referred to or pending before it, in accordance with the provisions of this Act and shall submit his or its award to the appropriate Government and the provisions of this Act shall, apply accordingly.".

- 19. Amendment of section 33 C.—In section 33 C of the principal Act, in sub-section (2),—
- (a) after the words "the appropriate Government", the words "within a period not exceeding three months" shall be inserted;
- (b) the following proviso shall be added at the end, namely
- "Provided that where the presiding officer of a Labour Court considers it necessary or expedient so to do, he may, for reasons to be recorded in writing, extend such period by such further period as he may think fit.
- 20. Amendment of section 34.—In sub-section (2) of section 34 of the principal Act, for the words "a Presidency Magistrate or a Magistrate of the first class", the words "a Metropolitan Magistrate or a Judicial Magistrate of the first class" shall be substituted.
- 21. Insertion of new section 36B.—After section 36A of the principal Act, the following section shall be inserted, namely:—
- "36B. Power to exempt.—Where the appropriate Government is satisfied in relation to any industrial establishment or undertaking or any class of industrial establishments or undertakings carried on by a department of that Government that adequate provisions exist for the investigation and settlement of industrial disputes in respect of workmen employed in such establishment or undertaking or class of establishments or undertakings, it may, by notification in the Official Gazette, exempt, conditionally or unconditionally such establishment or undertaking or class of establishments or undertakings from all or any of the provisions of this Act.
- 22. Amendment of section 38.—In sub-section (2) of section 38 of the principal Act, after clause (aaa), the following clause shall be inserted, namely
- "(ab) the constitution of Grievance Settlement Authorities referred to in section 9C, the manner in which industrial disputes may be referred to such authorities for settlement, the procedure to be followed by such authorities in the proceedings in relation to disputes referred to them and the period within which such proceedings shall be completed;".
- 23. Insertion of new Fifth Schedule.—After the Forth Schedule to the principal Act, the following Schedule shall be inserted, namely:—

'THE FIFTH SCHEDULE

[See section 2(ra)]

UNFAIR LABOUR PRACTICES

I.—On the part of employers and trade unions of employers

1 To interfere with, restrain from, or coerce, workmen in the exercise of their right to organise, form, join or assist a trade union or to engage in

activities for the purposes of collective bargaining or other mutual protection, that is to say—

- threatening workmen with discharge or dismissal, if they join a trade
- (b) threatening a lock-out or closure, if a trade union is organised;
- (c) granting wage increase to workmen at crucial periods of trade union organisation, with a view to undermining the efforts of the trade union or organisation.
- 2. To dominate, interfere with or contribute support, financial or otherwise any trade union, that is to say:—
- (a) an employer taking an active interest in organising a trade union of his workmen; and
- (b) an employer showing partiality or granting favour to one of several trade unions attempting to organise his workmen or to its members, where such a trade union is not a recognised trade union.
- 3. To establish employer sponsored trade unions of workmen.
- 4. To encourage or discourage membership in any trade union by discri-
- (a) discharging or punishing a workman, because he urged other workmen to join or organise a trade union;
- (b) discharging or dismissing a workman for taking part in any strike (not being a strike which is deemed to be an illegal strike under this Act);
- (c) changing seniority rating of workmen because of trade union activities:
- (d) refusing to promote workmen to higher posts on account of their tade union activities;
- (e) giving unmerited promotions to certain workmen with a view to creating discord amongst other workmen, or to, undermine, the strength of their trade union;
- (f) discharging office-bearers or active members of the trade union on account of their trade union activities.
- 5. To discharge or dismiss workmen—
- (a) by way of victimisation;
- (b) not in good faith, but in the colourable excercise of the employer's ights;
- (c) by falsely implicating a workman in a criminal case on false evidence or on concocted evidence;
- (d) for patently false reasons;
- (e) on untrue or trumped up allegations of absence without leave;
- (f) in utter disregard of the principles of natural justice in the conduct of domestic enquiry or with undue haste;

to give such work to contractors as a measure of breaking a strike.

7. To transfer a workman mala fide from one place to another, under

the guise of following management policy.

8. To insist upon individual workmen, who are on a legal strike to sign a good conduct bond as a pre-condition to allowing them to resume work.

9. To show favouritism or partiality to one set of workers regardless of

10. To employ workmen as "badlis", casuals or temporaries and to continue them as such for years, with the object of depriving them of the status and privileges of permanent workmen.

11. To discharge or discriminate against any workman for filing charges or testifying against an employer in any enquiry or proceeding relating to any industrial dispute.

12. To recruit workmen during a strike which is not an illegal strike.

13. Failure to implement award, settlement or agreement.

14. To indulge in acts of force or violence.

15. To refuse to bargain collectively, in good faith with the recognised trade unions.

16. Proposing or continuing a lock-out deemed to be illegal under this Act.

II.—On the part of workmen and trade unions of workmen.

1. To advise or actively support or instigate any strike deemed to be illegal under this Act.

2. To coerce workmen in the exercise of their rights to self-organisation or to join a trade union or refrain from joining any trade union, that is to say—

(a) for a trade union or its members to picketing in such a manner that non-striking workmen are physically debarred from entering the work places:

(b) to indulge in acts of force or violence or to hold out threats of intimidation in connection with a strike against non-striking workmen or against managerial staff.

3. For a recognised union to refuse to bargain collectively in good faith with the employer.

4. To indulge in coercive activities against certification of a bargaining representative.

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5. To stage, encourage or instigate such forms of coercive actions as wilful go slow", squatting on the work premises after working hours or "gherao" of the members of the managerial or other staff.

6. To stage demonstrations at the residence of the employers or the manaerial staff members.

 To incite or indulge in wilful damage to employer's property connected the industry.

8. To indulge in acts of force or violence or to hold out threats of intimidation against any workman with a view to prevent him from attending work.".

24. Amendment of Act 11 of 1976.—In section 6 of the Sales Promotion Employees (Condition of Service) Act, 1976, sub-section (2) shall be omitted.

(Published in M.G.G., Part VI, dated 13th January 1983, page No. 79-91).

THE PAYMENT OF WAGES (AMENDMENT) ACT, 1982 No. 38 OF 1982

(18th August 1982)

An Act further to amend the Payment of Wages Act, 1936

Be it enacted by Parliament in the Thirty-third Year of the Republic of India as follows

- 1. Short title and commencement.—(1) This Act, may be called the Payment, of Wages (Amendment) Act, 1982.
- (2) It shall come into force on such date as the Central Government may by notification in the Official Gazette, appoint.
- 2. Amendment of long title and preamble.—In the Payment of Wages Act, 1936, (4 of 1936), (hereinafter referred to as the principal Act), in the long title and in the preamble, for the words "persons employed in industry", the words "employed persons" shall be substituted.
- 3. Amendment of section 1.—In section 1 of the principal Act,—
- (a) in sub-section (4),—
- (i) for the words "factory and to persons", the words "factory, to persons" shall be substituted;
- (u) after the words "contract with a railway administration", the words, brackets, letters and figures, "and to persons employed in an industrial or other establishment specified in sub-clauses (a) to (g) of clause (ii) of section 2" shall be inserted;
- (b) in sub-section (5),—
- (i) for the words "any industrial establishment or in any class or group of industrial establishments", the words, brackets, letter and figures "any establishment or class of establishments specified by the Central Government or a State Government under sub-clause (h) of clause (n) section 2" shall be substituted;
- (n) for the proviso, the following proviso shall be substituted, namely
- "Provided that in relation to any such establishment owned by the Central Government, no such notification shall be issued except with the concurrence of that Government":
- (c) in sub-section (6), for the words "one thousand rupees", the words "one thousand six hundred rupees" shall be substituted.
- 4. Amendment of section 2 In section 2 of the principal Act, in clause (u),—
- (a) in the opening portion, for the words "industrial establishment" means", the words "industrial or other establishment" means' shall be substituted;
 - (b) after sub-clause (g), the following sub-clause shall be inserted, namely
- "(h) any other establishment or class of establishments which the Central Government or a State Government may, having regard to the

nature thereof, the need for protection of persons employed therein and other relevant cirumstances, specify, by notification in the Official Gazette.".

- 5. Amendment of section 3.—In section 3 of the principal Act, in the grows, for clause (b), the following clause shall be substituted, namely
- "(b) in industrial or other establishments, if there is a person responsible to the employer for the supervision and control of the industrial or other establishments:
- 6. Amendment of section 5.—In section 5 of the principal Act, in clauses (a) and (b) of sub-section (1), for the words "industrial establishment", the words "industrial or other establishment" shall be substituted.
- 7. Amendment of section 7.—In section 7 of the principal Act, in sub-section (2), after clause (k), the following clauses shall be inserted, namely
- "(kk) deductions made, with the written authorisation of the employed person, for the payment of his contribution to any fund constituted by the employer or a trade union registered under the Trade Unions Act, 1926 (16 of 1926), for the welfare of the employed persons or the members of their families, or both, and approved by the State Government or any officer specified by it in this behalf, during the continuance of such approval;
- (kkk) deductions made, with the written authorisation of the employed person, for payment of the fees payable by him for the membership of any trade union registered under the Trade Unions Act, 1926 (16 of 1926), ".
- 8. Amendment of section 8.—In section 8 of the principal Act,—
- (a) in sub-section (4), for the words "half-an-anna in the rupee", the words "three per cent" shall be substituted;
- (b) in the Explanation, for the words "industrial establishment", the words "industrial or other establishment" shall be substituted.
- 9. Amendment of section 14.—In section 14 of the principal Act,—
- (a) in sub-section (3), for the words "industrial establishments", the words "industrial or other establishments" shall be substituted;
- (b) in sub-section (4), in clauses (b) and (c), for the words "industrial establishment" the words "industrial or other establishment" shall be substituted:
- (c) in sub-section (4A),—
- (f) for the words and figures "Code of Criminal Procedure, 1898", (5 of 1898), the words and figures "Code of Criminal Prodeedure, 1973" (2 of 1974), shall be substituted;
- (n) for the word and figures "section 98", the word and figures section 94" shall be substituted.

- 10. Amendment of section 18.—In section 18 of the principal Act, for the words and figures "Chapter XXXV of the Code of Criminal Procedure 1898 (5 of 1898)", the words and figures "Chapter XXVI of the Code of Criminal Procedure, 1973 (2 of 1974)", shall be substituted.
- 11. Amendment of section 20.—In section 20 of the principal Act,—
- (a) in sub-section (1), for the words "which may extend to five hundred rupees", the words "which shall not be less than two hundred rupees but which may extend to one thousand rupees" shall be substituted;
- (b) in sub-section (2), for the words "two hundred rupees", the words "five hundred rupees" shall be substituted;
- (c) in sub-section (3), for the words "which may extend to five hundred rupees", the words "which shall not be less than two hundred rupees but which may extend to one thousand rupees" shall be substituted;
- (d) in sub-section (4) —
- (i) in clause (b), for the words "industrial establishment", the words "industrial or other establishment" shall be substituted;
- (u) for the words "which may extend to five hundred rupees", occurring at the end, the words which shall not be less than two hundred rupees but which may extend to one thousand rupees "shall be substituted;
- (e) in sub-section (5), for the words "which may extend to three months or with fine which may extend to one thousand rupees, or with both the words "which shall not be less than one month but which may extend to six months and with fine which shall not be less than five hundred rupees but which may extend to three thousand rupees" shall be substituted;
- (f) in sub-section (6), for the words "fifty rupees", the words "one hundred rupees" shall substituted.
- 12. Amendment of section 25.—In section 25 of the principal Act,—
- (a) for the words "employed in a factory", the words "employed, in a factory or an industrial or other establishment" shall be substituted;
- (b) for the words "displayed in such factory", the words "displayed in such factory or industrial or other establishment" shall be substituted;
- (c) for the words "in the factory" the words "in the factory or industrial or other establishment" shall be substituted.
- 13. Insertion of new section 25A.—After section 25 of the principal Act, the following section shall be inserted, namely:—
- "25A. Payment of undisbursed wages in cases of death of employed person.—(1) Subject to the other provisions of the Act, all amounts payable to an employed person as wages shall, if such amounts could not or cannot be paid on account of his death before payment or on account of his whereabouts not being known.—
- (a) be paid to the person nominated by him in this behalf in accordance with the rules made under this Act; or

- (b) where no such nomination has been made or where for any reasons such amounts cannot be paid to the person so nominated, be deposited with the prescribed authority who shall deal with the amounts so deposited in such manner as may be prescribed.
- (2) Where, in accordance with the provisions of sub-section (1), all amounts payable to an employed person as wages,—
- (a) are paid by the employer to the person nominated by the employed person; or
- (b) are deposited by the employer with the prescribed authority, the employer shall be discharged of his liability to pay those wages.".
- 14. Amendment of section 26.—In section 26 of the principal Act,—
- (a) in sub-section (3),—
- (i) in clause (I), the words "and", occurring at the end, shall be omitted;
- (ii) after clause (1), the following clauses shall be inserted, namely
- "(la) prescribe the form and manner in which nominations may be made for the purposes of sub-section (1) of section 25A, the cancellation or variation of any such nomination, or the making of any fresh nomination in the event of the nominee predeceasing the person making nomination, and other matters connected with such nominations;
- (1b) specify the authority with whom amounts required to be deposited under clause (b) of sub-section (1) of section 25A shall be deposited, and the manner in which such authority shall deal with the amounts deposited with it under that clause;";
- (b) in sub-section (6),—
- (i) for the words "two successive sessions", the words "two or more successive sessions" shall be substituted;
- (u) for the words "in which it is so laid or the session immediately following", the words "immediately following the session or the successive sessions aforesaid" shall be substituted.

(Published in M.G.G., Part VI, dated 6th January 1983, page No. 31-34).

Gist of Important Notifications on Labour Laws

BOMBAY INDUSTRIAL RELATIONS ACT, 1946

I. Appointments under the Act—(1) In exercise of the powers conferred by sub-section (2) of section 5 of the aforesaid Act, the Commissioner of Labour, Bombay has appointed Shri S. M. Yawalkar, Government Labour Officer, Nagpur to be the Assistant Registrar of Unions for the local areas of Vidarbha Division of the State in place of Smt. P. D. Singh, Government Labour Officer, Nagpur and confer on him all the powers of the Registrar of Unions under the Act for the said local areas.

(Notification No CL/BIR/NTF/1982/H.O. III(B), 30th November 1982 published in MGG, Part I-L, dated 20th January 1983, Page No. 398)

(2) In exercise of the powers conferred by sub-section (1A) of Section 5 of the aforesaid Act, the Commissioner of Labour, Bombay appointed Smt. V. V. Shirsat, Assistant Commissioner of Labour Bombay also to be the Additional Registrar of Unions for the local area of Greater Bombay and to exercise all powers of the Registrar of Unions, while performing duties of the Registrar of Unions Bombay, for the purposes of disposal of Applications the Registrar of Unions, under clause (11) of sub-section (b) of section 15 and section 24 of the aforesaid Act, for cancellation of registration of Union and removal from the approved list of Unions in the Cotton Textile Industry in the local area of Greater Bombay.

(Notification No. CL/BIR/NTF/1982/H.O. III(b), dated Nil, published in MGG, Part I-L, dated 20th January 1983, Page No 398)

(3) In exercise of the powers conferred by section 9 of the aforesaid Act, the Government of Maharashtra, has (1) Constituted Labour Court at Dhule housing jurisdiction in the local areas of Jalgaon and Dhule districts, and (2) appointed Shri S. C. Deshmukh, Chief Judicial Magistrate, Jalgaon, as Presiding Officer to preside over that Labour Court.

(Notification No BIR/1182/6531/Lab-9, dated 17th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Part I-L, Page No 405.

(4) In exercise of the powers conferred by section 9 of the aforesaid Act, the Government of Maharashtra has appointed from the date of taking over charge of Shri B. R. Tiwari, Judge, Second Labour Court, Nagpur to preside over the said Labour Court in place of Shri Y. G. Deshpande

(Notification No BIR/1182/6534/Lab-9, dated 17th December 1982, published in M.G.G., Part I-L, dated 20th January 1983 Page No. 406-407).

(5) In exercise of the powers conferred by section 10 of the aforesaid Act, the Government of Maharashtra, has reappointed Shri D. D. Borude, retired member, Industrial Court Bombay to be Member of the Court of Industrial Arbitration.

(Notification No. BIR/1182/6531/Lab-9, dated 21st December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 408).

(6) In exercise of the powers conferred by section 9 of the aforesaid Act, the Government of Maharashtra has appointed from the date of taking over charge Shri S. B. Chougule, Judge Labour, Bombay as Presiding Officer to Preside over the Second Labour Court, Pune in place of Shri S. G. Bhosale.

(Notification No. BIR/1182/200247/Lab-9, dated 22nd December 1982, published in M.G.G. Part I-L, dated 20th January 1983, Page No. 411).

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

(1) Declaration of Relief Undertakings under the.—In exercise of the powers conferred by section 3 and sub-clause (1) of clause (a) of sub-section (1) of section 4 of the aforesaid Act.

the Government of Maharashtra has declared that the industrial undertaking called M/s. Pulgaon Cotton Mills Limited, Pulgaon shall for a period of one year commencing on the 10th November 1982 and ending on the 25th November 1983 to conducted to serve as a measure of unemployment relief subject to conditions as specified in the said notification.

(Notification No. BRU/1082/9043/IND-10, dated 26th November 1982 published in M.G.G., Part I-L, dated 13th January 1983, Page No. 169).

(2) In exercise of the powers conferred by sections 3 and 4 of the aforesaid Act, the Government of Maharashtra has declared that the industrial undertaking called M/s. W. G. Forge and Alied Industries Limited, Bombay shall for a further period of one year commencing on the 28th December 1982, and ending on the 27th December 1983 (both days inclusive), be conducted to serve as a measure of unemployment subject to the conditions as specified in the said notification.

(Notification BRU/1082/9082/IND-10, dated 22nd December 1982, published in M.G.G., Part 1-L, dated 20th January 1983, Page No. 411-412).

(3) In exercise of the powers conferred by sections 3 and 4 of the aforesaid Act, the Government of Maharashtra, has declared the relief undertaking called M/s. Kulkarni Foundries Ltd., Pune, shall, for a further period of six months commencing on the 29th day of December 1982 and ending on the 28th of June 1983 (both days inclusive) be conducted to serve as a measure of unemployment relief subject to the conditions as specified in the notification.

(Notification No. BRU/1082/8967/IND-10, dated 24th December 1982, published in the M.G.G., Part I-L, dated 20th January 1983, Page No. 413-414).

II. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(1) (a) Amendment under the Act.—In exercise of the powers conferred by the provise to section 4 of the aforesaid Act, Government of Maharashtra has amended Schedule II to the said Act, as follows, namely:—

'282. The Export-Import Bank of India (Exim Bank), Post Box
No. 19969, Mittal Court, 'B' Wing, 224, Nariman Point,

All provisions
Bombay 400 021.".

(Notification No. BSE. 1482/CR-93-Lab-3), dated 2nd November 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 313).

III. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948.

(1) (a) Appointment under the Act.—In exercise of the powers conferred by sub-section (2) of section 48 of the aforesaid Act as delegated to the Commissioner of Labour, vide Government Notification, Industries Energy and Labour Department No. BSE/1169/119-404-Lab-III dt. 6th August 1969 in accordance with the provisions of sub-section (3) of the said section 48 of the said Act, the Commissioner of Labour, Bombay has appointed the persons mentioned in column No. 2 of the Schedule hereinbelow to be the Inspectors for the purpose of implementation of the provisions of the said Act in the local areas specified in column 3 of the Schedule hereinbelow against each name:—

SCHEDULE

| Serial No. | Name of the Inspector | | | Name of th | ne local an | a | |
|---------------|-----------------------|-----|------------------------|------------|-------------|------|--------|
| 1 | 2 | | | : | 3 | | |
| 1 Shri | S. K. Nagapurkar | , . | Bhiwandi District). | | Council | area | (Thane |
| 2 Shri | P. G. Pitale | | Bhiwandi District). | Municipal | Council | area | (Thane |
| 3 Shri | A. S. Mahale ' | | Bhiwandi District). | Municipal | Council | area | (Thane |

Schedule

| Serial | Name of the Inspector | Name of the local area |
|--------|--|---|
| No. | 2 | 3 |
| | | |
| 4 | Shri Y. F. Tribhuvan | Kalyan Municipal Council area (Thane District), |
| 5 | Shri D. K. Chavan | Ulhasnagar Municipal Council area (Thane District). |
| 6 | Shri N. R. Patil | Malegaon Municipal Council area (Nashik District). |
| 7 | Shri K. A. Qureshi | Sinnar Municipal Council area (Nashik District), |
| 8 | Shri P. P. Anan, Government Labour Officer, Dhule. | Taloda Municipal Council area (Dhule District). |
| 9 | Shri S. M. Maheshri | Chopda Municipal Council area (Jalgaon District). |
| 10 | Shri K. R. Nikumbhe | Igatpuri Municipal Council area (Nashik |
| 11 | Shri N. D. Kasliwal | District). Yeola Municipal Council area (Nashik District). |
| 12 | Shri A. C. Patel | Pimpalgaon-Baswant Gram Panchayat area (Nashik District). |
| 13 | Shri S. V. Mahale | Lasalgaon Gram Panchayat area (Nashik District). |
| 14 | Shri S. K. Mahajan | Nandgaon Municipal Council area (Nashik |
| 15 | Shri A. S. Baviskar | District). Chalisgaon Municipal Council area (Jalgaon District). |
| 16 | Shri V. S. Jadhav | Jalgaon Municipal Council area (Jalgaon District). |
| 17 | Shri R. P. Kachave | Bhusawal Municipal Council area (Jalgaon District). |
| 18 | Shri M. S. Gujarathi | Jalgaon Municipal Council area (Jalgaon District). |
| 19 | Shri A. M. Purohit | Jalgaon Municipal Council area (Jalgaon District). |
| 20 | Shri N. R. Mohite | Amalner Municipal Council area (Jalgaon |
| 21 | Shri V. D. Khadke | District). Miraj Municipal Council area (Sangli District). |
| 22 | Shri S. N. Jadhav | Miraj Municipal Council area (Sangli District). |
| 23 | Shri A. R. Gorule | Ichalkaranji Municipal Council area (Kolhapur District). |
| 24 | Shri A. G. Patil | Ichalkaranji Municipal Council area (Kolhapur |
| 25 | Shri M. K. Baig | District). Ichalkaranji Municipal Council area (Kolhapur |
| 26 | Shri Syed Ismail S. Hayatudin | District). Ichalkaranji Municipal Council area (Kolhapur |
| 27 | Shri T. A. Kamble | District). Jaisingpur Municipal Council area (Kolhapur |
| 28 | Shri H. S. Nirmal | District). Karmala Municipal Council area (Solapur |
| 29 | Shri B. B. Powar | District). Sangli Municipal Council area (Sangli District). |
| 30 | | Vita Municipal Council area (Sangli District). |

| Serial | Name of the Inspector | | Name of the local area |
|--------|--|-----|---|
| | 2 | | 3 |
| 31 | Shri A. V. Misal | | Sangli Municipal Council area (Sangli District). |
| 32 | Shri B. B. Chikane-Deshmukh | | Phalton Municipal Council area (Satara District) |
| 33 | Shri L. B. Gulgunje | 1 | Wai Municipal Council area (Satara District). |
| 34 | Shri M. S. Ashte | | Latur Municipal Council area (Latur District). |
| 35 | Shri K. C. Vaidya | | Nanded Municipal Council area (Nanded District). |
| ~ | Shri D. T. Deshmukh | ٠. | Nanded Municipal Council area (Nanded District). |
| 37 | er H. M. Domilings | | Tuljapur Municipal Council area (Osmanabad District). |
| 38 | Shri D. B. Sarvade | | Udgir Municipal Council area (Osmanabad District). |
| 39 | Shri N. V. Palve, Governm Labour Officer, Parbhapi. | ent | Jittur Municipal Couucil area (Parbhani District.) |
| 40 | Shri R. M. Somani | • • | Washim Municipal Council area (Akola District). |
| 41 | Shri M. N. Nakade | | Karanja Municipal Council area (Akola District) |
| 42 | Shri A. M. Gourkhede | | Amravati Municipal Council (Amravati District). |
| 43 | Shri G. M. Arankar | | Amravati Municipal Council area (Amravati District). |
| 44 | Shri P. V. Kadam | | Amravati Municipal Council area (Amravati District). |
| 45 | Shri S. G. Pande | | Amravati Municipal Council area (Amravati District). |
| в | | | Nagpur Municipal Corporation area. |
| и | Shri G. D. Mantri Shri N. D. Bhosale | | Nagpur Municipal Corporation area. Nagpur Municipal Corporation area. |
| ы | Shri A. M. Badge | | Nagpur Municipal Corporation area. |
| ю | Shri B. D. Hazare | | Nagpur Municipal Corporation area. |
| | Shri H. S. Virsen Shri S. N. Hedao | | Nagpur Municipal Corporation area. Nagpur Municipal Corporation area. |
| | Shri S. K. Awadhwal | | Nagpur Municipal Corporation area. |
| | Shri D. V. Narayanrao | | Nagpur Municipal Corporation area. |
| | Shri Y. G. Rathor | | Tumsar Municipal Council area (Bhandara District) |
| 56 | Shri N. M. Bhure | • • | Tirora Municipal Council area (Bhandara District) |
| 57 | | | Murtizapur Municipal Council area (Akola District) |
| 58 | | | Anjangaon-Surji Municipal Council area (Amravati District) |
| 59 | | | Mangrulpir Municipal Council area (Akola District) |
| 60 |) Shri S. G. Wadnalwar | • • | Warora Municipal Council area (Chandrapur District) |
| 6 | Shri D. S. Satpute | | Morshi Municipal Council area (Amravati District) |

(Notification No CL/BSE/NFN/2182/H. O.XII, dated 15th December 1982 published in M.G.G., Part I-L, dated 20th January 1983, Page No. 402-405).

LABOUR GAZETTE-MARCH 1983

(2) In exercise of the powers conferred by sub-section (2) of section 48 of the aforesaid Act, as delegated to the Commissioner of Labour, vide Government Notification, Industries, Energy and Labour Department No. BSE/1169/119404/Lab-III, dated 6th August 1969, in accordance with the provisions of sub-section (3) of the said Section 48 of the August 1969, in Commissioner of Labour Bombay appointed persons mentioned in column 2 of the Schedule hereinbelow to be Inspectors for the purposes of implementation of the provisions of the said Act, in the local areas specified in column 2 of the Schedule hereinbelow against each name in place of the persons mentioned in column No. 3.

SCHEDULE

| Serial No. | Name of the Inspector now appointed 2 | Name of the Inspector previously appointed 3 | Name of the local area alloted 4 |
|---------------|---|--|--|
| 1 | Shri A. V. Parekh | Shri P. R. Shinde | Shevgaon Gram-Pan- chayat area. |
| 2 | Shri A. D. Patil, Government Labour Office, Ahmadnagar. | Shri M. G. Deo | Belapur Gram panchayat area. |

(Notification No. CL/BSE/NFN/2182/H.O./XII, dated 22nd December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Pages No. 414-415).

(3) In exercise of the powers conferred by sub-section (2) of section 48 of the aforesaid Act as delegated to the Commissioner of Labour vide Government Notification, Industries, Energy and Labour Department No. BSE/1169/119404/Lab-III, dated 6th August 1969 in accordance with the provisions of sub-section (3) of the said section 48 of the said Act the Commissioner of Labour, Bombay has appointed the persons mentioned in column 2 of the Schedule hereinbelow to be Inspectors for the purposes of implementation of the provisions of the said Act, in the local areas specified in column 4 of the Schedule hereinbelow against each name instead of the local area specified in column 3 of the said Schedule

SCHEDULE

| Serial No. | | Name of the local area previously alloted | Name of the local area Now alloted |
|---------------|----------------------|---|---|
| 1 | 2 | 3 | 4 |
| 1 | Shri S. A. Gani | Sinnar Municipal Council area. | Pachora Municipal Council area (Jalgaon District). |
| 2 | Shri S. R. Nanavare | Bhiwandi Municipal Council area. | Satara Municipal Council area (Satara District). |
| 3 | Shri J. V. Mule | Thane Municipal Council area. | IChalkaranji Municipal Council area (Kolhapur Di. trict). |
| 4 | Shri A. M. Pohnerkar | Kalyan Municipal Council area. | Vaijapur Municipal Council area (Aurangabad District). |
| 5 | Shri B. N. Biyani | Washim Municipal Council area. | Amravati Municipal Council area (Amravati District). |
| 6 | Shri L. D. Pawar | Malegaon Municipal Council area. | Satana Municipal Council area (Nashik District). |
| 7 | Shri S. S. More | Ulhasnagar Municipal Council area. | Jalna Municipal Council are (Jalna District). |
| 8 | Shri K. R. Nikumbhe | Bhiwandi Municipa Council area. | l Igatpuri Municipal Council are (Nashik District). |

(Notification No. CL/BSE/NFN/2182 (u)-H.O.-XII, dated 15th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Pages No. 415-416).

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र्मिस पार्चा का १९(१) १६ में में स्वर्ग (१) १६ प्रस्त का स्वर्ण का 101, ११, १० १६ में स्वर्णा स्वर्ण में सर्वे, १९६० के स्वर्ण का में

- - (३) दुनागरील जाएरे रूप राज्याती विकट गीठ एड-रेखा अधिर होता गाम श
 - (४) जीत सन्तर्गत स्टब्स जम जिल्लाम जेन जॉन्स्स्या (एक) जा त्य मिन्स्स्य स्टब्स

(३)

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LABOUR GAZETTE-MARCH 1983

123 मः आणि (दोन) उक्त अधि-नियमाच्या = ग । मन्त्रीत करण्यात आलेल्या वेक्षा दरान अशा बद्दल अधिक यावे. (५) कोणत्याही प्रकारचा ठिकाणी नामानाव्य असेल निमा उपहार-१०-०० नतर विकला जाता कामा न

(अधिसूचना क्रमाक पी-७३८२/सीआर-३६९/कामगार-३, दिनांक ५ । महाराष्ट्र शासन राजपळ, दिनांक २० भाग पान ३१७ प्रसिद्ध झाले आहे.

(नियमाच्या द्वारे प्रदान करण्यात आलेल्या अधिकाराचा वापर करून शासनान जिल्ह्यातोल आर्वी नगरपरिषद यातोल सर्वे दुकान स्नादागहे यांच्या बाबतात सोवत — प्राप्त न करण्यात तरतुदीचो अमलबजावणी स्नाप्त अधिन मच्ये अनुक्रमे विनिदिष्ट करण्यात आलेल्या मुद्रतीसाठो आणि शर्तीच्या अधिन नेली आहे :---

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| | of photogram | Di | =0 |
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| कौडिष्यपुर यात्रा | (ब), १४, १६, १७, १९ (१), | २८ नो व्हें ब र १९८२ १९८२ धरून). | रात्री १० ।।। गा ठवता कामा नयः |

उक्त अधिनियमाच्या 💳 🕕 ।। नि क 💷 आ 🔄 कामाच्या तासांपेक्षा अधिक ना। करणे गा। पडत असेल ग - ।। (विहित ग नमद करण्यात यावे) अति-कालिक उक्त अधि-नियमाच्या विहित करण्यात अ रांपेक्षा अशा अधिक

जिल्हा देशास आहे.

() दूकानातील कामाचे तास कोणत्याही सामा ।। ा अधिक । कामा नय.

(४) साप्ताहिक ा। न मिळाल्याबद्दल कमचाऱ्याला (एक) - क्लिका १९८२ का पान आणि (दोन) उक्त अधिनयमाच्या मध्ये 📉 मानाः आलेल्या वेतनाच्या नगान नगान त्या दराने अशा गा हो। अधिक देण्यात यावे.

(५) दुकानातून विकला प्रकारचा । वापरण्यासाठी असेल स्रेरीज कोणत्याही गणा तृन १००००

१९८ शासन राजपळ, जानवारी २००० प्रांसद्ध करण्यात आले आहे.)

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व निर्माहरू राष्ट्रात = enter marity of the or less the tax air r त्याला (विहा ॥) नमद करण्यात यावे) व अति-च्यानावत उस्त ानगरणी कलम ६३ मध्य विहीत चलाग गरेला वगल्य कमी नसेल अशा दराने अधिक -15-T1

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(४) विहोत ा नुट्टोचा ा। न मिळाल्याबद्दल प्रत्येक 6 100 HG 100 mg ८ डिमेंबर न आणि (दोन) AND THE PROPERTY. AN PURE CO ্ৰ স্বাহ্য ক্ৰম্ম THE PERSON NOT TO देण्यात यावे.

(५) दुकानातून काणत्याही प्रकारचा ठिकाणी वाप

THE WATER OF १० व विकला 🔠 ।

दिनाक ३० । १९८२, महाराष्ट्र शासन राजपत, दिनांक २० १९८३, पान ३४५ येथे प्रसिद्ध करण्यात आले अ:हे.)

भाना करने भार पहले सरनाह जन्म भीरकाराना गास

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| हत हो ति पर पर पर किया है। जनते अपि पर | स्थानाता । | (8) |
| उक्त अ। (२) | (३) | (०) कोणतेही दुकान ना नाही |

करेंग दिसी गती १० वेसा खीए। भा देशा समा गा

(२) जर काणत्याही कर्मचाऱ्य — ात गोधान नामा नेला ६३ नन विल्ला नामा गाँचा नामाच्या तायापक्षा अधिक 🖘 काम करणे भाग पडत असल तर त्याला (विहीत नोंदवहीमध्ये नम्द करण्यात यावे) अतिकालिक कारणका राम ग्रीमान्याचा क्षा ६६ रूप वर्षत करणात भारतस्य इरावेश क्ये त्येत्र वात इसमें और इतन क्यान गर्थ. (३) इस्तातीच शामाचे ताम

क्षेत्रकाति हिन्द्रती और जासायका अधिक होता नामर नय.

(४) क्रिकेट नामग्रीहरू वृद्धीना लाभ । मिळाल्याबद्दल । ा वाचा (एक) त्या बदत्यात S WEEK THE HER THE I WHERE THE THE तेबढघाच नाम आणि (दोन) - अधिनियमाच्या == १॥ मध्य विहीत का जान गानेचा

(8)

भागा । व्यवसा गर्म वा स्थाने क्या कुलावा स्था स्थान्या प्रामावदः तस्य वि स्थाना गर्भे

(त) प्राचान के कि प्राचान प्राची कार्यात मान के प्राची कार्यात अल्पा के कार्यात कार्यात कार्यात के कार्यात कार्यात कार्यात

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IV. FACTORIES ACT, 1948

1. (a) Appointments under the Act.—In exercise of [the powers conferred by sub-section(l) of section 10 of the aforesaid Act, the Government of Maharashtra, has appointed the Industrial Medical Officer, Hindustan Acronautics Ltd., Nasik Division, Ojhar Township Post Office, Nasik 422 207, to be the certifying surgaon for the purpose of the said Act, for the said Factory.

(Notification No. FAC/1882/8571/Lab-4, dated 20th November 1982 published in M.G.G., Part I-L, dated 20th January 1983, Page No. 314).

V. INDIAN BOILERS ACT, 1923

1. Exemptions under the Act.—In exercise of the powers conferred by sub-section (2) of Section 34 of the aforesaid Act, the Government of Maharashtra, has exempted the boiler bearing No. MR. 10540 belonging to the Oil and Natural Gas Commission, Bombay Offshor Project, Uran, from the operation of clause (c) of section 6 of the said Act, for the period of two months from 22nd October 1982 to 21st December 1982 (both days inclusive).

(Notification No. IBA/1082/CR-347/Lab-3, dated 20th October 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 347).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the aforesaid Act, the Government of Maharashtra, has exempted the boiler bearing No. MR. 8985, belonging to the Maharashtra State Electricity Board, Thermal Power Station, Khaperkheda from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 1st November 1982 to 31st January 1983 (both days inclusive).

(Notification No. IBA/1082/CR-348/Lab-3, dated 20th October 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 347-348).

(3) In exercise of the powers conferred by sub-section (2) of section 34 of the aforesaid Act, the Government of Maharashtra has exempted the boiler No. MR-7780, belonging to the Bharat Petroleum Corporation Ltd., Mahul, Bombay 400 074, from the operation

of section 6 of the said Act, for the period of six weeks from the 22nd October 1982 to 2nd December 1982 (both days inclusive).

Notification No. 1BA/1082/CR-350/Lab-3, dated 20th October 1982, published in M.G.G., part 1-1, dated 20th January 1983, Page No. 348).

(f) In exercise of the powers conferred by sub-section (2) of section 34 of the aforesaidd the Government of Maharashtra, has exempted the boiler bearing No. MR. 9585, belongthe National Organic Chemical Industries Limited, Thane, from the operation of clause (a) of section 6 of the said Act, for the period of 2½ months from the 31st December 1982 to 8th March 1983. (both days inclusive).

Notification No. 1BA. 1082/42283/CR-420/Lab-3, dated 30th December 1982, published in M.G.G., Part I-L dated 20th January 1983, Page No. 416).

VI. INDUSTRIAL DISPUTES ACT, 1947

(a) Declaration of Public Utility Services under the Act.—(1) In exercise of the powers conferred by sub-clause (v1) of clause (4) of section 2 of the aforesaid Act, Government of Maharshtra has declared the industry engaged in the production, supply and distribution ectroleum Products to be a Public utility service for the purpose of the said Act for a further need of six months from 23rd November 1982.

Notification No. IDA/1480/2453/Lab-3, 'dated 10th November 1982, published in 11 11 11 Part I-L, dated 13th January 1983, Page No. 168).

(b) Appointments under the Act—(1) In exercise of the powers conferred by section 7 of the aforesaid Act, the Government of Maharashtra has,—

(i) constituted the Labour Court at Dhule for jurisdiction of industrial disputes relating to any matter specified in the second schedule to the said Act and for performing such other functions as may be assigned to it under the said Act, and

(u) appointed, Shri S. C. Deshmukh, Chief Judicial Magistrate, Jalgaon, as the Presiding Officer thereof.

(Notification No. IDA/1082/6532/Lab-9, dated 17th September 1982, published in Parl-L, dated 20th January 1983, Page No. 406).

(2) In exercise of the powers conferred by the Section 8 of the aforesaid Act, the Government of Maharashtra has appointed from the date of taking over charge, Shri B. R. Tiwari, Chief Judicial Magistrate, Bhandara, to be the Presiding Officer of the First Labour Court, Nagpur in place of Shri Y. G. Deshpande.

(Notification No. IDA/1182/6536/Lab-9, dated 17th December 1982, published in M.G.G., Part I-L., dated 20th January 1983, Page No. 407-408).

(3) In exercise of the powers conferred by Section 8 of the aforesaid Act, the Government of Maharashtra has re-appointed Shri B. D. Borude, to be the Presiding Officer of the Industrial Tribunal, Bombay.

(Notification No. IDA/1182/Lab-9, dated 21st December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 409).

(4) In exercise of the powers conferred by section 8 of the aforesaid Act, the Government of Maharashtra has appointed from the date of taking over charge Shri S. B. Chougule, Judge, Labour Court, Rombay, to be the Presiding Officer of the Second Labour Court, Pune in place of Shri S. G. Bhosale.

(Notification No. IDA/1182/200246/Lab-9, dated 22nd December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 410-411).

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

(1) (a) Amendment to the Scheme.—In exercise of the powers conferred by sub-section (1) of section 4 of the aforesaid Act, the Government of Maharashtra after Consultation with

the Advisory Committee, made the following scheme further to amend the Metal (ex-cluding Iron and Steel) and paper. Unprotected Workers (Regulation of employment and welfare) Scheme, 1973, the same having been previously published as recruited by sub-section (1) of the said Sectifie namely:—

- 1. (1) This Scheme may be called the Metal (excluding Iron and Steel) and Paper Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1982.
- (2) It shall come into force on the 1st January 1983.
- 2. In clause 2 of the Metal (excluding Iron and Steel) and Paper Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1973 (hereinafter referred to as the "principal schemes")—
- (a) in sub-clause (2), after the Words "Greater Bombay", at both the places where they occur the following shall be added, namely:—
 - "and Thane taluka in Thane district and Panvel taluka in Raigad district.".
- 3. In clause 3 of the principal Scheme, after sub-clause (ii), the following sub-clause shall be added, namely:—
 - "(in)in Thane taluka in Thane district and Panvel taluka of Raigad district,—
 - (a) clauses 14 and 15 of this Scheme shall come into force on the 1st day of January 1983; and
 - (b) the remaining clauses of this Scheme shall come into force on the 1st day of February 1983.".

(Notification No. UWA/1482/CR-8007/Lab-7, dated 6th December 1982, published in M.G.G., Part I-L, dated 13th January 1983, Page No. 172).

- (2) In exercise of the powers conferred by clause (a) of the second Provison to sub-section (I) and sub-section (2) of section 4 of the aforesaid Act, read with section 24 of the Bombay GeneralClauses Act, 1904 (Bom. I, of 1904), and of all other powers enabling it in this behalf, the Government of Maharashtra after consultation with the Advisory Committee, made the following scheme further to amend the said scheme, the same having been previously published as required by sub-section (I) of the said section 4 namely:—
- (1) This scheme may be called the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) (Second Amendment) Scheme, 1982.
- (2) It shall come into force from 10th January 1983.
- 2. For clause 2 of the Railway Goods Clearing and Forwarding Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1976 (hereinafter referred to as "the principal scheme"), the following shall be substituted, namely:—
- "2. Objects and application.—(1) Objects.—The objects of this scheme are to ensure an adequate supply and full and proper utilisation of un-protected workers employed,—
- (a) in railway yards and goods-sheds for establishments other than those owned or controlled by the Railway Authorities;
- (b) by other establishments in the railway yards and goods-sheds; and
- (c) in private railway sidings of establishments, in connection with loading, unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations by employees who are not employed by Railway Authorities, for efficient performance of work and generally for making better provisions for the terms and conditions of employment of such workers and to make provisions for their general welfare.
- (2) Application.—The Scheme shall apply to registered workers in employment,—
- (a) in railway goods clearing and forwarding establishments (no. being establishments owned or controlled by Railway Authorities) operating in railway yards and goodstheds:

(b) by other establishments operating in railway yards, and goods-sheds; and

(1) in private railway sidings of establishments, in connection with loading, unloadding tacking, carrying, weighing, measuring or other work including work preparatory or idental to such operations in railway yards and goods-sheds in Greater Bombay Thane District and to employers employing such workers;

Provided that, this Scheme shall not apply to the employment in connection with ding, unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations in railway yards and goods-sheds Greater Bombay and Thane District to which the following schemes apply, namely

- (i) The Grocery Market and Shops Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1970.
- (ii) The Bombay Iron and Steel Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1970.
- (iii) The Goods Transport Un-protected Workers (Regulation of Employment and Welfare) Scheme 1971.
- (iv) The Cloth Markets or Shops Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1971.
- (v) The Cotton Markets Un-protected Workers (Regulation of Employment and welfare) Scheme, 1972.
- (vi) The Metal (Excluding Iron and Steel) and Paper Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1973.
- (vii) The Khoka, and Timber Un-protected Workers (Regulation of Employment and Welfare) Scheme, 1973. ".
- In clause 3, after sub-clause (ii), following sub-clause (iii) shall be added, namely
- "(iii) Clauses 14 and 15 of the Scheme shall in relation to the schedule employment,—
- (a) in railway goods clearing and forwarding establishments (not being establishments owned or controlled by Railway Authorities) operating in railway yards and goodsheds in Thane District;
- (b) by other establishments operating in railway yards and goods-sheds in Greater Bombay and Thane District; and
- (c) in private railway sidings of establishments in Greater Bombay and Thane District, in connection with loading Unloading, stacking, carrying, weighing, measuring or other work including work preparatory or incidental to such operations carried on by workers come into force from the 15th day of January 1983 and the remaining clause of this scheme shall in relation to the scheduled employments at (a), (b) and (c) mentioned above shall come into force from the 15th February 1983.

(Notification No. UWA/1482/CR-8006/Lab-5, dated 6th December 1982, published in M.G., Part I-L, dated 13th January 1983, Page No. 173-175).

1. The following draft of a scheme for (1) employments in Grocery Market or shops, in connection with loading, cleaning or such other work including work preparatory or incidental to such operations; (2) employments in Markets or Subsidiary Markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act. 1963 (Mah. XX of 1964), in connection with loading, unloading, stacking, carrying, weighing, measuring, filling stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations; (3) employments in connection with loading of goods in o public transport whicks or unloading of goods therefrom and any other operations incidental and connected thereto; (4) employments in Iron and Steel Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, or such other work including work preparatory or incidental to such operations; and (5) employments in Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying weighing, measuring, filling, stitching, cleaning or such other work including work preparatory or incidental unloading or such other work including work preparatory or incidental unloading, in the areas of the Sangli Municipal Council and the Miraj Municipal

Council, which the Government of Maharashtra, after consultation with the Advisory Committee, proposes to make in exercise of the powers conferred by sub-section (1) of section 4 of the Maharashtra Mathodi Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), and of all other powers enabling it in that behalf thereby published as required by sub-section (1) of the said section 4 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after 31st December 1982

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

Draft Scheme

- 1. Title.—This scheme may be called the Sangli-Miraj Grocery Markets or Shops and Markets or Subsidiary Markets, Public Goods Transport Undertakings, Iron and Steel Markets or Shops, Cloth and Cotton Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1979.
- 2. Objects and application.—(1) Objects.—Objects of the scheme are to ensure an adequate supply and full and proper utilisation of unprotected workers employed in,—
- (a) Grocery Markets or shops in connection with loading, unloading, stacking, carrying weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;
- (b) Markets or Subsidiary Markets established under the Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963 (Mah. XX of 1964), in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning, or such other work including work preparatory or incidental to such operations;
- (c) Public Goods Transport Undertakings in connections with loading of goods into public transport vehicle, or unloading of goods, therefrom or any other operations incidental and connected thereto;
- (d) Iron and Steel Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operation; and
- (e) Cloth and Cotton Markets or shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, cleaning or such other work including work preparatory or incidental to such operations;

for efficient performance of work and generally for making better provisions in the terms and conditions of employment of such workers and make provisions for their general welfare and saftey.

- (2) Application.—The scheme shall apply to the registered workers and registered employers in the areas within the limits of the Sangli Municipal Council and the Miraj Municipal Council for the scheduled employment mentioned in sub-clause (1).
- 3. Commencement.—(1) Clauses 14 and 15 shall come into force from 15th January 1983.
- (ii) The remaining clauses shall come into force from 15th February 1983.
- 4. Interpretation.—(a) "Act "means the Maharashtra Mathadi Hamal and Other Manual Workers (Regulations of Employment and Welfare) Act, 1969;
- (b) "Board" means the Sangli-Miraj Mathadi and Unprotected Labour Board constituted under section 6 of the Act;
- (c) "Chairman" means the Chairman of the Board;
- (d) "monthly worker" means a worker who is employed by an employer or a group of employers on contract or monthly basis;
- (e) "pool worker" means a registered worker in the pool who is not a monthly worker;

(f) " workers maintained by the Board, but which does not include monthly workers ;

"Personnel Officer" means the Personnel Officer appointed by the Board under

(h) "registered employer" means the employer whose name is for the time being entered in the register of employers;

(i) "registered worker" means a worker whose name is for the time being entered in the register of pool workers or in the register of monthly workers;

- (j) "register of employers" means the register of employers maintained under the scheme
- the "register of workers" means the register of workers maintained under this scheme;
- (I) "rules" means the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulanon of Employment and Welfare) Rules, 1970;
- (m) "Secretary" means the Secretary of the Board;
- (n) "week" means the period of seven days commencing on midnight of Saturaday and ending on the midnight of Saturday next following;

(o) words and expressions used but not defined in the Scheme shall have the meaning assigned to them in the Act.

5. Secretary, Presonnel Officer and other servants of the Board.—The Board may appoint a Secretary, a Personnel Officer and such other officers and servants on such terms and conditions of service as it deems fit;

Provided that, no post the maximum salary of which exclusive of allowance is Rs. 500 and above per mensem shall be created and no appointment to such post shall be made by the Board except with the previous approval of the State Government:

Provided further that the previous approval of the State Government shall not be necessary to any appointment in a leave vacancy of a duration of not more than three months.

- 6. Functions of the Board.—(1) The Board may take such measures as it may consider desirable for carrying out the objective of administering the Scheme set out in clause 2 including measures for,—
- (i) ensuring the adequate supply and the full and proper utilisation of registered workers for purpose of facilitating the rapid turnout of work;
- (ii) regulating the recruitment and entry into and the discharge from, the scheme of workers and allotment of registered workers in the pool to registered employers;
- (in) determining and keeping under review the number of registered workers from time to time on the registers or records and the increase or reduction to be made in the number of registered workers;
- (iv) keeping adjusting and maintaining the employers registers, entering or reentering therein the name of any employer and where circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme;
- (v) keeping, adjusting and maintaining, from time to time, such registers or records, as may be necessary, of workers including and registers, or records of workers who are temporarily not available for work and whose absence has been approved by the Board; and where circumstances so require, removing from any register or record the name of any registered worker either at his own request or in accordance with the provisions of this Scheme;
- (vt) grouping or re-grouping of all registered workers into such groups as may be determined by the Board, and reviewing the grouping of any registered worker on the application of a registered worker;
- (vil) making provision, subject to availability of funds, for weltare of registered workers including medical services in so far as such provisions does not exist apart from this Scheme;

- (viii) recovering from registered employers contribution in respect of the expenses of this Scheme, wages, levy and any other contributions under this Scheme;
- (ix) making provision, subject to availability of funds for the health and safety measures in places where workers are employed in so far as such provision does not exist apart from this Scheme:
- (x) maintaining and administering the workers welfare fund, and recovering from all the registered employers contribution towards the fund when such fund is constituted in accordance with the rules of the fund;
- (xi) maintaining and administering Provident Fund and gratuity fund for registered workers in the pool when such funds are constituted;
- (xii) assisting, subject to the availability of funds, by way of grant of loan, the Cooperative Societies formed for the benefit of registered workers and staff of the Board.
- (2) A property, fund and other assets vesting in the Board shall be held and applied by it, subject to the provisions and for the purposes of this Scheme.
- (3) The Board shall have and maintain its own fund to which shall be credited—
 - (a) all monies received by the Board from the State Government;
- (b) all fees, wages and levies received by the Board under this Scheme;
- (c) all monies received by the Board by way of sale and disposal of properties and other
- (d) interest on investment in securities and deposits, rents and all monies received by the Board in any other manner or from any other source.
- (4) All monies forming part of the funds shall be kept in current or deposit account with the State Bank of India or the Reserve Bank of India or in any nationalised Bank or any Co-operative Bank or any Scheduled Bank or invested in such securities as may be approved by the Board Such accounts shall be operated by such officers of the Board as may be authorised by it:

Provided that the Board may keep on hand such sum not exceeding Rs. 1,000 as the Board may consider necessary.

Explanation.—For the purpose of this sub-clause "Nationalised Bank" means any Bank specified in Column 2 of the First Schedule to the Banking Companies (Acquisition and Transfer of Undertakings) Act, 1976 (5 of 1970).

- (5) The Board may with the previous permission of the State Government borrow money from open market or otherwise with a view to provide itself with adequate recources.
- (6) The Board may accept deposits on such conditions as it deems fit from persons authorities or establishments with whom it has to transact any business.
- (7) The Board shall make provision for such reserve and other denominated funds as may be provided in this Scheme.
- (8) The Board shall have the authority to spend such sum as it thinks fit for the purposes authorised under the Scheme from out of the general fund of the Board or from the reserve and other funds, as the case may be.
- (9) The Board shall cause the proper account to be kept of the cost of operating this Scheme and of all receipts and expenses under this Scheme.
- (10) The Board shall submit to the State Government-
- (a) as soon as may be after the first day of April, in every year and not later than the 31st day of October, an annual report on the working of the Scheme during the preceding year ending the 31st of March, together with an auditted balance-sheet; and
- (b) copies of proceedings of the meeting of the Board.
- (11) The Board may-
- (i) fix the number of workers to be registered under the various categories:
- (ii) increase or decrease the number of workers in any category on the register, from time to time, as may be necessary after a periodical review of the register and anticipated requirements:

(iii) santion the temporary registration of a specified number of workers in any category periods;

(iv) devise forms, records, registers, statements and the like required for administration

determine the wages, allowances and other conditions of service including age of enterment of registered workers;

- (vi) fix the rate of levy under clause 41 (1);
- (vii) sanction the annual budget;
- will) subject to the provisions of clause 5, appoint a Secretary, the Personnel Officer and other staff of the Board;
- (ix) make recommendation to the State Government about any modification in the
- settle disputes between registered employers and registered workers;
- (xi) discuss statistics of output of labour and turnout of work and record its observations and directions;
- (xii) subject to such conditions as it thinks fit, delegate in writing to the Committees, Chairman, Secretary or to any other officer of the Board any of its functions under this coheme:
- 7 Annual Estimate.—The Chairman shall at a special meeting to be held before the end of February in each year lay before the Board, the annual budget of the scheme for the year commencing on the first day of April then next ensuing in such details and forms as the Board may, from time to time, specify. The Board shall consider the estimate so presented to it and shall within four weeks of its presentation sanction the same either unaltered or subject in such alteration as it may deem fit.
- 8. Responsibilities and duties of Chairman.—Without prejudice to the powers and functions of the Board, the Chairman shall be generally responsible for satisfactory execution of the Scheme and shall have powers to execute the decisions of the Board subject to its directions and in particular—
- (a) to ensure that the decisions of the Board in regard to the adjustment of the registers of workers are carried out expeditiously;
- (b) to ensure that the sanctions for temporary registration of workers are carried out without delay;
- (c) to supervise and control the working of the Scheme;
- (d) to take suitable steps, if any, irregularities are detected by him or brought to his refer to
- (e) to ensure that the provisions of the Scheme in regard to transfer and promotion of workers are carried out;
- (f) to constitute medical boards when required;
- (g) to ensure that conditions laid down in the Scheme for the registration employers are complied with by them;
- (h) to ensure that all forms, registers, returns and documents, devised by the Board are properly maintained;
- (i) to ensure that suitable statistics in regard to the output of labour is compiled and placed before the Board with appropriate remarks and explanation at such intervals as the Roard may desire:
- (j) (i) to sanction the creation of posts the maximum salary of which exclusive of allowance s below Rs. 500 per month and to make appointment to the post, and
- (ii) to make appointment to the post, the maximum salary of which exclusive of allowance is below Rs. 500 per month.
- (k) to take disciplinary action against registered workers and registered employer in accordance with the provisions of this Scheme:

- (1) to declare that there has been "a go-slow" and to take action as authorised under this Scheme:
- (m) to sanction the transfer of a monthly worker to the pool at the request of the registered employer or the registered worker, as provided for in this Scheme;
- (n) to deal with appeals from registered workers and registered employers under clauses 37 and 38:
- (o) discharge all functions relating to disciplinary action against registered employers and workers to the extent permitted under clause 34.
- 9. Functions of Secretary.—Without prejudice to the powers and functions of the Board and the Chairman, the Secretary shall perform duties imposed on him by this Scheme in discharge of his duties and in particular be responsible for—
- (a) keeping, adjusting and maintaining the register of employers entering or re-entering therein the name of any employer and where the circumstances so require removing from the register the name of any registered employer in accordance with the provisions of this Scheme;
- (b) keeping, adjusting and maintaining, from time to time, such registeres or records as may be necessary of workers, including any register or records of workers, who are temporarily not available for work and whose absence, has been approved by the Board and where the circumstances require, removing from any registers or records the name of any registered worker, either at his request or in accordance with the provisions of this Scheme;
- (c) the employment and control of registered workers who are available for work when they are not otherwise employed in accordance with the Scheme;
- (d) the grouping or re-grouping of registered workers in suitable pools, in accordance with the instructions received from the Board in such groups as may be determined by the Board:
- (e) the allotment of registered workers in the pool who are available for work to registered employers and for this purpose, the Secretary shall—
 - (i) make the fullest possible use of registered workers in the pool;
 - (ii) keep the record of attendance at call stands or control points of registered workers;
- (m) provide for the maintenance of records of employment and earnings of registered workers:
- (iv) make or cause to be made the necessary entries in the attendance cards and the wage slipes of the workers in the reserve pool as laid down in clause 23;
- (f) (i) the collection of levy or any other contribution from the employers under the Scheme:
- (ii) the collection from registered workers of contribution to the Provident Fund, Insurance Fund or any other fund which may be constituted under the Scheme;
- (iii) the payment to each daily worker of all earnings lawfully due to him from the registered employer and the payments to such worker of all moneys payable by the Board in accordance with the provisions of this Scheme;
- (g) appointing subject to budget provisions such officers and servants, from time to time, as may be authorised by the Board or the Chairman to appoint;
- (h) the keeping of proper accounts of the cost of operating this Scheme and of all receipts and expenses under it and making and submitting to the Board an Annual Report and Audited Balance-sheet and profit and loss accounts statements;
- (i) framing budget annually for sumbission to the Board on or before the 15th day of February each year;
- (j) maintaining complete service records of all registered workers and record sheets of all registered employers;
- (k) authorising the employment of unregistered workers in case registered workers are not available for work in the pool or in such other circumstances as the Chairman may approve; and

- (1) such other functions as may, from time to time, subsect to the provisions of this scheme be assigned to him by the Board or the Chairman.
- 10. Functions of Personnel Officer.—The Personnel Officer shall assist the Secretary in the discharge of his duties and shall in particular carry out the functions assigned to him by clause 14 of this Scheme.
- 11. Maintenance of Registers—(1) Register of Employer.—There shall be a register of employers in the form devised by the Board wherein the names and addresses of the employers, registered under the Scheme shall be entered.
- (2) Register of Workers.—There shall be a register of workers who are engaged by the Board wherein the names and addresses of workers registered under this Scheme shall be entered. It shall be duly maintained.
- (3) Monthly register.—There shall be a register of workers who are engaged by each; employer on contract on monthly basis and who are known as monthly workers.
- (4) Pool registers.—There shall be a register of workers other than those on the monthly register known as pool workers. This register shall include a sub-pool of workers who are not attached to any gang to fill causal vacancies in gangs. The workers included in such a sub-pool shall be known as leave reserve workers.
- 12. Classification of Workers.—The Board shall arrange for the classification of workers in suitable categories as may be determined by it, from time to time.
- 13. Fixation of number of workers on the register.—The Board shall determine, before the commencement of registration in any category, the number of workers required in that category in consultation with the employers.
- 14. Registration of employers.—Every employer including a Mukadam, commission agent, dearing agent, purchaser, importer, exporter engaged in selling, purchasing or trading or acting as agent in grocery markets or shops and agricultural produce markets or subsidiary markets in areas to which this Scheme applies shall get registered with the Board by applying in Form 'A' appended to the Scheme within fifteen days from the date of coming into force of this clause. Provided, however that an employer of any establishment coming into existence after the commencement of the Scheme shall apply for a registration simultaneously on the commencement of his business.
- 15. Registration of existing and new workers.—(1) (a) Any worker who on the date of enforcement of this Scheme is already working in the employment in the area to which the Scheme applies shall be registered under this Scheme;
- (b) The qualification for new registration shall be such as may be specified by the Board having regard to local conditions, physical fitness, capacity and/or experience. Citizen of India only shall be eligible for registration;
- (c) Registration of workers in any new category shall be from among workers who have been or were working in the said employment on any such date as the Board may specify in this behalf provided that, the worker is medically fit and is not more than 60 years of age;
- (2) Notwithstanding any provisions of this Scheme, where the Board is of opinion that a worker has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears that a workers has been registered improperly or incorrectly the Board may direct the removal of his name from the registers:

Provided that, before giving any such direction, the Board shall give such worker an opportunity of showing cause why the proposed direction should not be issued.

- 16. Promotion and transfer of workers.—(1) A Vacancy (other than a casual vacancy), in any category of workers in pool register shall ordinarily be filled by promotion of worker from the next lower category within the same gang.
- (2) A vacancy (other than a casual vacancy), in any category of monthly worker may be filled only by promotion from lower categories of monthly workers in the gang or, if no worker

is suitable for promotion from lower categories of monthly worker in the same gang, by transfer of a worker in the same or a superior category in the pool who may be selected registered employers or a group of employers.

Explanation.—The criteria for promotion shall ordinarily be —

- (a) seniority
- (b) merit and fitness for the category to which promotion is to be made;
- (c) record of past service.

Note.—A transfer from the pool register to the monthly register in the same categor) or vice-versa shall not be deemed a promotion.

- (3) The Chairman or the Secretary may, for sufficient and valid rearrin, allow the of a monthly worker to the pool on a request in writing of the employer of the evident typhering fully the reasons for the transfer provided that such transfer shall be subject to the figure to any contract subsisting between the monthly worker and his employer regarding termination of employment No. transfer shall take place without the prior approved of the Chairman or the Secretary.
- (4) If the services of a monthly worker are terminated by the employer for an act of indexpline or misconduct he may apply to the Board for employment in the pool. The Secretary on behalf of the Board shall then decide on the ments of the case, whether or not the worker should be employed by the Board and if so, whether in the same or a lower category the worker should given an opportunity of being heard and pleading his case before the Secretary, either himself or through his representatives.
- (5) If a monthly worker is transferred to, or employed in, the pool under sub-clause () or sub-clause (4) as the case may be his previous service shall be reckoned for all benefits in the pool and the employer shall transfer to the Board all benefits that have acrued to worker in respect of his previous service as if such service has not been transferred. The employer shall contribute to the Board such amount of the Provident Fund of the worker, fany, standing to his credit in the Provident Fund of which he is a member and such amount towards his leave and gratuity as may have been due to him under any contract subsisting between the worker and his employer or under any law, award or agreement applicable to such worker as if his services had been terminated by the employer.
- 17. Medical Examination.—(1) If the Board considers it to be necessary so to do it may require a new worker before registration to undergo, free of charge, a medical examination for physical fitness by a Medical Officer nominated by the Chairman for this purpose. A worker found medically unfit by a Medical Officer may apply in writing, to the Chairman and simultaneously deposit with him such foes as may be specified in this behalf for examination by a Medical Board. On receipt of such a request of Chairman shall set up a Medical Board. The decision of the Medical Board shall be final and a worker who is medically unfit shall not be entitled to registration.
- (2) If the Chairman deems it necessary so to do he may require a worker to undergo, free of charge, a medical examination by a Medical Board to be constituted by the Chairman The decision of the Medical Board shall be final, and a worker if found permanently unit by the Medical Board, the Chairman shall terminate his service forthwith.
- 18. Registration fee.—(1) A registration fee of rupce one shall be paid to the Peard by each worker at the time of registration under this Scheme;
- (ii) A registration fee of Rs. twenty-five shall be paid by each employer at the time of registration under this Scheme.
- 19. Supply of Cards.—(1) Every registered worker shall be supplied with (i) an dentity card; (ii) an attendance card; (iii) wage slips in the forms, devised by the Beard:
- (2) In case of loss of card, a fresh card will be issued but the cost thereof, which will be fixed by the Board, shall be payable by the worker concerned.
- 20. Service records for registered workers.—A service record for every monthly and daily worker shall be maintained in a form to be specified by the Board which shall contain amongs other things a complete record of disciplinary action taken against the worker, promotions.

in respect of monthly workers shall be supplied to the Board by the registered employers.

- Record sheets for registered employers.—The Personnel Officer shall maintain a record in respect of each registered employer in a form to be devised by the Board, which shall amongst other things, a complete record of disciplinary action taken against the employer.
- 2 Surrender of cards. —A worker's card shall be surrendered to the Board in the following sumstances, namely:
- (a) when proceeding on leave for seven days or more;
- (b) When retiring from service
- (c) when dismissed or discharged from service;
- (d) when temporarily suspended; or
- (e) on death

Provided that, the employer of a monthly worker shall also surrender the card of the worker Board in the case of (a), (b), (c) afid (e) above.

- 23. Entries in attendance card and wage slip.—(1) A registered worker in the pool shall had over to the Board at the time he is allotted for work to a registered employer his handance card, the Board shall make necessary entries in the attendance card in respect of the hand of work done by the worker, and return it to him on completion of the engagement, each day of work, the Board shall supply as soon as possible, a wage slip showing the earned by a worker.
- (2) A monthly worker shall hand over to his employer, at the time when he is allotted his attendance card. The employer shall make necessary entries in the card in respect of the period of work done by the worker and return it to him on the completion of his allotted ork. For each day of work, the employer shall supply as soon as possible, a wage slip dowing wages earned by a worker.
- 24. Employment of workers.—(1) A monthly worker of a particular category allotted to a rejected employer or a group of employers shall be entitled to be employed for work in that category by that employer or group of employers in reference to any worker of the same arrenty in the pool.
- (2) If the number of workers on the monthly register in a particular category is not sufficient for the work available, the workers on the pool register in that category shall be employed.
- (3) A monthly worker of one employer or a group of employers shall not be employed by another employer or group of employers, except with the previous approval of the Chairman or Secretary.
- 23. Filling up of casual vacancies.—Casual vacancies of monthly worker shall be filled up in the following manner, namely:—

When a Head Mukadam or Mukadam is absent the vacancy shall be filled by a senior person of the same gang in the employment of employer.

- 26. Disappointment money.—When a worker in the pool presents himself for work and for any reason the work for which he has been allotted cannot commence or proceed and no alternative work can be found for him and he is relieved within two hours of his attending for work he shall be entitled to disappointment money from the employer at a rate as may be feed by the Board appropriate to the category to which he belongs. A worker detained for more than two hours shall be paid full wares inclusive of dearness allowance.
- 27. Holidays.—Each worker shall be entitled in a year to four holidays with pay at such rates as may be specified by the Board under clause 32. Out of the four holidays, three bolidays will be of (i) 26th January (Republic Day), (ii) 1st May (Maharashtra Day), and (iii) 15th August (Independence Day). The fourth holiday shall be decided by the Board.
- 28. Obligations of registered workers.—(1) Every registered worker shall be deemed to have accepted the obligations of this Scheme.

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- (2) A registered worker in the pool who is available for work shall be deemed to be in the
- (3) A registered worker in the pool who is available for work shall not engage himself for employment under registered employer unless he is allotted to that employer by the Secretary.
- (4) A registered worker in the pool who is available for work shall carry out directions of
- (a) report at such call stands or control points and at such times as may be specified by the Board and shall remain at such call stands or control points I
- (b) accept any employment under a registered employer whether in the category in which he has been registered or any other category for which he is considered suitable by the Roard.
- (5) A registered worker who is available for work when allotted by the Board for employment under a registered employer shall carry out his duties in accordance with the directions of such registered employer or his authorised representative of supervisor and the rules of the employment or place where he is working.
- 29. Obligations of registered employers.—(1) Every registered employer shall accept the obligations of this Scheme.
- (2) Subject to the provisions of clause 24, a registered employer shall not employ a worker other than a worker who has been allotted to him by the Secretary in accordance with the provisions of clause 9(e).
- (3) A registered employer shall, in accordance with instructions as may be given by the Board, submit all available information of his current and future labour requirements.
- (4) A registered employer shall lodge with the Board, unless otherwise directed, particulars of the work-load handled by workers on piece-rate and such other statistical data as may be required in respect of the registered workers engaged by him.
- (5) (i) A registered employer shall pay to the Board within five days from the end of the every fortnight or such shorter periods as may be specialed by the Board by a special or general order, the levy payable under clause 41(1) and the gross wages due to registered workers for the work done by such workers during the fortnight and other amount due to daily workers;
- (ii) A registered employer who makes default in remitting the amount of wages of workers within the time limit specified in sub-clause (i) above, if so required by the Board, deposit with the Board an amount equal to the monthly average of the wages credited by him in the limit during the previous twelve calendar months in order to enable the Board to make payment of wages to worker in time. The said amount shall be deposited with the Board within ten days from the date of order of the Secretary of the Board to that effect. If at any time the amount of such deposit falls short of the average of wages for twelve previous calendar months then the employer shall make good the deficit amount;
- (iii) A registered employer, who porsistently makes default in remitting the amount of wages of workers within the time limit specified in sub-clause (1) above, shall further pay by way of penalty a surcharge of such amount not exceeding ten per cent. of the amount to be remitt 1 as may be determined by the Board. The said surcharge shall be credited to the Board within ten days from the date of the order of the Secretary of the Board to that effect.
- (6) A registered employer shall keep such records as the Board may require and shall produce before the Board or such person as may be designated by the Board upon reasonable notice all such records and any other documents of any kind relating to registered workers and to the work upon which they have been employed and furnish such information relating thereto as may be set out in any notice or direction issued by or on behalf of the Board.
- (7) A registered employer who fails to make the payment of any amount due from him to the Board under aforesaid clauses within the time specified therein, the Secretary of the Board shall, without prejudice to the right of the Board to take any other action under the Scheme to which the employer may be liable for the said default, serve a notice on the employer to the effect that unless he pays his dues within three days from the date of receipt of the notice the supply of registered workers to him shall be suspended. On the expiry of the notice period the Secretary shall suspend supply of registered workers to the defaulting employer until he

Miriction on employment.—(1) No employer (other than a registered employer in which this Scheme applies) shall engage for employment a worker unless that a registered worker.

withstanding the preceding provisions of the clause-

(a) where the Secretary is satisfied that—

(i) the work is emergently required to be done, and

(ii) it is not reasonably practicable to obtain registered worker for that work the Secretary may, subject to any limitation imposed by the Board, allow a registered; moloyer to employ a worker who is not a registered worker. In selecting such workers local Employment Exchange Organisation shall as far as possible, be consulted:

Provided that, whenever unregistered workers have to be employed the Secretary shall hain if possible, the prior approval of the Chairman to the employment of such workers and where this is not possible, shall report to the Chairman within 24 hours the full circumstances under which such workers were employed and the Chairman shall duly inform the Board of such employment at its next meeting;

- Board may, subject to such conditions it may specify, permit employment of megistered workers on a holiday if work is required to be done on that day, to the extent resistered workers are not available for work;
- (c) in the case referred to in items (a) and (b), the person so employed as aforesaid by a registered employer shall for the purposes of clauses 29 (4), (5) and (6) and caluse 32 be related in respect of that work, as if he were a daily worker.
- (3) A registered worker in the pool may, provided hefulfils fully his obligations under 128, take up employment elsewhere on those days on which he is not allotted for works the Board.
- 11 Circumstances in which this Scheme ceases to apply.—(1) This Scheme shall cease to apply to a registered worker when his name has been removed from the register or record in omtune with the provisions of the Scheme.
- (2) This Scheme shall cease to apply to a registered employers when his name has been smooth from the employers' register in accordance with the provisions of this Scheme.
- (1) Nothing in this clause shall affect any obligation incurred or right accrued during any when a person was a registered worker or a registered employer.
- 3). Wages, allowances and other conditions of service of workers.—(1) Without prejudice to the provisions of any awar it shall be, unless otherwise specifically provided for in this sheme an implied condition of the contract between a registered worker (whether in the pool conthe monthly register) and registered employer that the rates, allowances and overtime, but of work rest intervals, leave with wages and other conditions of service shall subject to the provisions of sub-clauses (2), (3), (4), (5) and (6) be such as may be fixed by the Board for each category of workers.
- (2) For the purpose of fixing rates of wages, allowances and overtime, hours of work, est intervals, leave with wages and other conditions of service (hereinafter collectively referred to as "the conditions of service") of registered workers or for revising or for modifying the same, the Board shall call upon the associations of employers and trade unions of workers wered by this Scheme to make such representations as they may think fit as respects the orditions of service which may be fixed or revised or modified under this Scheme in respect of registered unprotected workers. If there is no such association of employers and won of workers, then such representations from registered employers and workers may be invited through nortice published in such manner as the Board may think fit.
- (1) Every such representation shall be in writing and shall be made within such period table Board may specify and shall state the conditions of service which in the opinion of the person making the representation would reasonable having regard to the capacity of themployers to pay the same or comply with or to any other circumstances which may seem relevant to the person making the representation.

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(4) The Board shall take into account the representations aforesaid, if any, and the examining all the material placed before it, shall fix or revise or, as the case may be, modify the relevant conditions of service of the registered workers.

(5) In fixing or revising or, as the case may be, modifying the conditions of service of the registered workers, the Board shall have regard to the cost of living, the prevalent condition of service in comparable employments in the local areas, the capacity of the registered employers to pay and any other circumstances which may seem relvant to the Board.

(6) The conditions of service fixed, revised or, as the case may be modified by the Board shall take effect either respectively or retrospectively from such date as the Board may decide. The decision of the Board shall communicated to the registered workers and employers in such manner as the Board thinks fit.

33. Disbursement of wages and other allowances to registered workers.—The Board may permit the registered employers to pay wages and other allowances to the registered monthly workers employed by them directly after making such deductions as may be authorised and recoverable from them under this Scheme. In respect of workers other than monthly worker employed by the registered employers, from time to time, the wages and other allowance payable by the registered employers shall be remitted by the registered employers by cheque to the Secretary of the Board every forthight. The Secretary thereupon shall arrange to disburse the wages and other dues, if any, to the registered workers on a specified day every month subject to deductions recoverable from them under this Scheme.

34. Disciplinary procedure.—(1) (f) The Personnel Officer may on receipt of the information whether on a complaint or otherwise that a registered employer has failed to carry out the provisions of this Scheme after investigating the matter, give him a warning in writing; or

(#) Where in his opinion, a higher penalty is merited, the Personnel Officer shall report the case to the Chairman who may then cause such further investigation to be made as he may deem fit and take any of the following steps as regards that employer, that is to say, he may—

(a) censure him and record the censure in his record sheet; or

(b) subject to the approval of the Board and after one month's notice in writing given to the registered employer, remove his name from the employers' register for such period as determined by the Board or permanently.

(2) A registered worker in the pool who fails to comply with any of the provisions of the Scheme or commits any act of indicipline or misconduct may be reported in writing to the Personnel Officer who may after investigating the matter give him a warning in writing or suspend him for a period not exceeding four days.

(3) Where in the opinion of the Personnel Officer, a higher punishment than that provided in sub-clause (2) is merited, he shall report the case to the Chairman.

(4) On receipt of the written report from the Personnel Officer under sub-section (f) or from employers or any other person that a registered worker in the pool has failed to comply with any of the provisions of this Scheme or has committed an act of indiscipline or misconduct or has consistently failed to produce the standard or datum output or has been inefficient in any other manner, the Chairman may make or cuase to be made such further investigation as he may deem fit and thereafter take any of the following steps, as regards the worker concerned, that is to say, he may impose any of the following penalties

(a) give him a warning in writing;

(b) suspend him for a period not exceeding four days;

(c) terminate his services after giving one months' notice or one months' wages inchaine of dearness allowance in lieu thereof; or

(d) dismiss him

(5) Before any action is taken under this clause the person concerned shall be given an opportunity to show cause why the proposed action should not be taken against him.

(6) During the pendency of investigations under sub-clauses (2) and (4) above, the worker concerned may be suspended by the Chairmna.

bout prejudice to the powers of the Chairman under clause 35 a registered employer powers to take disciplinary action against monthly workers employed under

disciplinary powers of the Chairman.—(1) Notwithstanding anything contained if the Chairman is satisfied after enquiry that a "go slow" has been resorted of a registered workers or any individual worker and being continued or same gang or worker or different gangs or workers on the same or different different gangs or workers on the same or different gangs or workers or different gangs o

a declaration under sub-clause (1) has been made it shall be lawful for the

of monthly workers, to take, without prejudice to the rights of the registered such disciplinary action including removal against such workers as he may

in case of registered workers in the pool to take such disciplinary action including against such workers as he may consider appropriate.

the Chairman may take disciplinary action-

where "go slow" is resorted to by a gang against all the members of the gang, and

where "go slow" is resorted to by a worker against the worker concerned.

Refore any disciplinary action is taken under this clause against any worker or any gang such worker or gang shall be given an opportunity to show cause why the proposed shall not be taken against him or it:

that, the Chairman may, before giving an opportunity to show cause under this clause, suspend from work any worker or gang of workers immediately after a declaration made under sub-clause (1).

A declaration by the Chairman that a "go slow" has been resorted to by a worker or of workers shall be final, and shall not be liable to be questioned on any ground

Termination of employment.—(1) The employment of a registered worker in the pool of the terminated except in accordance with the provisions of this Scheme.

(a) A registered worker in the pool shall not leave his employment with the Board except ming fourteen days' notice in writing to the Board of forfeiting fourteen days' wages of dearness allowance in lieu thereof.

(1) When the employment of a registered worker with the Board has been terminated under shalls (1) and (2), his name shall forthwith be removed from the register or record by the lard

11. Appeals by workers.—(1) Save as otherwise provided in this clause, a worker in the of the six aggrieved by an order passed by an authority under clause 34, may prefer, an against the order of the Personnel Officer to the Chairman and against the order of the lumban to the State Government.

a) A worker who is aggrieved by an order of the Secretary

(1) placing him in a particular group in the register or record; or

(11) refusing registration under clause 15; or

(iii) requiring him under clause 28(4)(b) to undertake any work which is not of the same property to which he belongs may prefer an appeal to the Chairman.

(1) An worker who is aggrieved by an order under clause 16(4) may prefer an appeal to the

(i) No appeal shall lie where due notice has been given of the removal of the name of a worker from the register or record in accordance with the instructions of the Board ground of removal is that the registered worker falls within a class of description of whose names are to be removed from the register or record in order to reduce the

(5) Every appeal referred to in sub-clauses (1), (2), (3) or (4) shall be in writing and be preferred within fourteen days of the date of receipt of the order appealed against:

Provided that, the appellate authority may for reasons to be recorded admit an appeal preferred after the expiry of fourteen days.

- 38. Appeals by employeers.—(1) (i) A registered employer who is aggrieved by an order of the Personnel Officer under clause 34(1) (11) may appeal to the Chairman;
- (ii) In the case of an appeal against an order under clause 34(1), (ii), (b) the Chairman shall forthwith refer the matter to the State Government. The State Government shall make such order on the appeal as it thinks fit.
- (2) Every appeal referred to in sub-clause (1) shall be in writing and preferred within fourteen days of the receipt of the order appealed against:

Pravided that, the appellate authority may for reasons to be recorded, admit an appell preferred after the expiry of fourteen days.

39. Powers of Revision of the Chairman.—Notwithstanding anything contained in the Scheme, the Chairman, in case of an order passed by Personnel Officer under clause 34 may at any time call for the record of any proceeding in which the Personnel Officer has passed the order for the purpose of satisfying himself as to the legality or propriety thereof and may proceed the order in relation thereties the containing the containing the satisfactor of the purpose of the pur pass such order in relation thereto as he may think fit:

Provided that, the Chairman shall not pass any order under this clause which may prejudicially affect the interests of any person without giving such person a reasonable opportunity of being heard.

- 40. Stay of order in case of certain appears.—Where an appeal is made by a worker is accordance with the provisions of clause 37, against an order of termination of service on one month's notice or where an appeal is preferred by an employer in accordance with the provisions of clause 38 against an order removing his name from the employers' register under clause 34 (1)(ii) (b), the appellate authority may suspend the operation of the order appealed from pending the hearing and disposal of the appeal.
- 41. Cost of operating the Schemes and provision for amenities and benefits to the registered workers.—(1) The cost of operating this Scheme and for providing different benefits, facilities and amenities to registered workers as provided in the Act and under this Scheme, shall be defrayed by payments made by the registered employers to the Board. Every registered employer shall pay to the Board such amount by way of levy in respect of registered workers. allotted to and engaged by him as the Board may from time to time, specify by public notice or written order to the registered employers and in such manner and at such time as the Board may direct. The Board may require the registered employers to pay the levy retrospo ctively or prospectively as it may deem fit.
- (2) An employer to whom this Scheme applies shall pay the levy as specified by the Board from time to time, from the date from which the Scheme applies to him irrespective whether he get himself registered within the time-limit laid down in clause 14 of this Scheme or any time thereafter.
- (3) In determining what payment are to be made by the registered employers under sub-clause (1), the Board may fix different rate of levy for different categories of work or workers, provided that, the levy shall be so fixed that the same rate of levy will apply to all registered employers who are in like circumstances.
- (4) The Board shall not sanction any levy exceeding fifty per cent of the estimated total wage bill calculated on the basis of the daily time rate wage without the prior approval of
- (5) A registered employer shall on demand make a payment to the Board by way of depos or provide such other security for the due payment of the amount referred to in sub-clause (1) as the Board may consider necessary.

The Secretary shall furnish, from time to time, to the Board such statistics and other information as may reasonably be required in connection with the operation and financing

- (7) If a registered employer fails to make the payment due from him under sub-clause (1) on thin the time specified by the Board, the Secretary shall serve a notice on the employer the effect that, unless he pays his dues within three days from the date of receipt of the notice, the supply of registered workers to him shall be suspended on the expiry of the notice neriod the Secretary shall suspend the supply of registered workers, to a defaulting employer
- 42. Provident Fund and Gratuity. (1) The Board shall frame and operate rules providing or Contributory Provident Fund for registered workers. The rules shall provide for the rate of contribution, the manner and method of payment and such other matters as may be conidered necessary so however, that the rate of contribution is not less than 61/2 per cent of the wages of a registered worker and is not more than 8 per cent of such wages

Provided that, pending the framing of the rules, it shall be lawful for the Board to fix the rate of contribution and the manner and method of payment thereof.

- (2) In framing rules for the contributory Provident Fund, the Board shall take into coneration the provisions of the Employees' Provident Funds Act, 1952 (XIX of 1952), as mended from time to time, and the Schemes made thereunder for any establishment.
- (3) The Board shall frame rules, for payment of gratuity to registered workers.
- (4) In framing rules for the payment of gratuity to registered workers, the Board shill take to consideration the provisions of the Payment of Gratuity Act, 1972 (XXXIX of 1972) as amended from time to time.
- (5) The rules for Provident Fund and Gratuity framed by the Board shall be subject to the previous approval of the State Government.
- 43. Penalties.—Whoever contravenes the provisions of clauses 14, 29 and 30 shall, on conviction, be punished.
- (1) if it is a first contravention, with imprisonment for a term which may extend to three nonths, or with fine which may extend to five hundred rupees, or with both;
- (2) if it is a subsequent contravention, with imprisonment for a term which may extend to six months, or with fine which may extend to one thousand rupees, or with both
- (3) if such contravention continues after the subsequent conviction, with a fine which ay extend to one hundred rupees for each day on which the contravention is made till the

FORM 'A'

THE SANGLE-MERAL MATHADI AND UNPROTECTED LABOUR BOARDS Application for the registration of employer

Registration No.

(to be filled in by office)

I, hereby apply for registration as an employer, etc. The necessary particulars are given

- 1 Name and address of the Establishment and Telephone No.
- Whether a firm or a company

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- 3. Are you a member of any Association?
 If so, state the name of the Association.
- 4. Whether your Establishment is registered under the Bombay Shops and Establishments Act, 1948. If so, state the Registration No.
- The places of work with location in details where the loading, unloading, stacking, carrying, etc., of goods is carried on in connection with trade/business of your Establishments.
- 6 Are you employing workers through contractors? If so, state the name of the contractors.
- 7 Are you employing workers through Tolli? If so, state the name of the Mukadam/s of the Tolli/s, or of all workers.

Date:

Place:

Signature of the Applicant.

(Notification No.UWA/1479/CR-26181).)/Lab-5, dated 6th December 1982, published in M.G.G., Part I-L, dated 13th January 1983, Page Nos. 175-192).

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

(1) (a) Appointment under the Act.—In exercise of the powers conferred by sub-sections (I), (2), (3) and (4) of Section 15 of the aforesaid Act, the Government of Maharashtra has nominated the Deputy Minister for Labour to be the Chairman of the Advisory Committee in place of Minister of State for Labour.

(Notification No. SGA. 1082/CR-10049/Lab-5, dated 8th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 400).

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

(1) (a) Appointments under the.—In exercise of the powers conferred by section 6 of the aforesaid Act the Government of Maharashtra, has,—

(i) Constituted Labour Court at Dhule having jurisdiction over the Jalgaon and Dhule Districts, and

(II) Appointed Shri S. C. Deshmukh, Chief Judicial Magistrate, Jalgaon as Presiding Officer to Preside over that Labour Court.

(Notification No. ULP/1082/6533/Lab-9, dated 17th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 406).

(2) In exercise of the powers conferred by Section 4 of the aforesaid Act, appointed from the date of taking charge Shri B. R. Tiwari to preside over as a Presiding Officer of the First Labour Court, Nagpur.

(Notification No. ULP/1082/6535/Lab-6, dated 17th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 407).

(3) In exercise of the powers conferred by Section 4 of the aforesaid Act, the Government of Maharashtra, has reappointed Shri B. D. Borude, to be member of Industrial Court, constituted under Government Notification No. Industries, Energy and Labour Department No. ULP/1077/Lab-I, dated 8th September 1975.

(Notification No. ULP/1082/200238/Lab-9, dated 21st December 1982 published in M.G.G., Part I-L, dated 20th January 1983, Page No. 409).

(a) In exercise of the powers conferred by Section 4 of the aforesaid Act, the Government of Maharashtra has appointed from the date of taking over charge Shri S.B. Chougule Labour Court, Bombay in place of Shri S. G. Bhosale to preside over as a Presiding of the Second Labour Court, Pune.

(Notification No. ULP/1082/149807/Lab-9, dated 22nd December 1982, published in M.G.G. Part I-L, dated 20th January, 1983, Page No. 410).

MINIMUM WAGES ACT, 1948

(1) (a) Applicability under the.—In exercise of the powers conferred by sub-section (2) of section 26 of the aforesaid Act, the Government of Maharashtra has directed that for the period ending 31st December 1984 the provisions of clause (b) of sub-section (i) of section 13 to far as they relate to the payment of remuneration in respect of days of rest, shall not apply to the employees employed in the employment in Manufacture of optical frames, minimum saces in respect of whom have been fixed by Government Notification, Industries, Energy Labour Department, No. MWA. 6282/4721/Lab-7, dated 9th August 1982.

(Notification No. MWA. 6282/5045/Lab-7, dated 26th November 1982, published in M.G., Part I-L, dated 13th January 1983, Page No. 168).

(2) In exercise of the powers conferred by sub-section (2) of section 26 of the aforesaid the Government of Maharashtra has directed that for a period ending on the 31st October 1983, the provisions of section 12 of the said Act shall not apply to the said area subject to the condition that the employees in the said employment in the said area shall be paid Wages at the rates not less than minimum rates of wages fixed by Government Notification, Industries Energy and Labour Department, No. MWA. 5274/198006/Lab-III-A, dated 15th November 1974, for the employees employed in the said scheduled employment in Zone IV as formed by the notification.

(Notification No. MWA. 5282/4885/Lab-7, dated 15th December 1982, published in M.G.G., Part 1-L. dated 20th January 1983, Page Nos. 400-401).

- (3) In exercise of the powers conferred by sub-section (2) of section 26 of the aforesaid Act the Government of Maharashtra has directed that for a period ending 31st December 1982 the provisions of the said Act shall not apply to the employees employed on Part-time has in the scheduled employments mentioned below—
 - (1) Employment in manufacture of Optical frames.
 - (2) Employment in hair cutting Saloon, hair dressing saloon or hamam Khana.

(Notification No. MWA/5382/5022-23/Lab-7, dated 15th December 1982, published in M.G.G., Part I-L, dated 20th January 1983, Page No. 402).

कियान वेतन विधानपम ।

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- ्रिक क्लेसच्या का कृष्णाक्ष्य किया व्याप्याना वासी सामा मा वासा वासा क्लेस क्लामच्या समझ्या का कामाच्या कि का को भागाच्या सीम कर्म के लागा स्थापन स

THE OWNER.

क्रमार्क । १५। क्रा १० कार्याः nest class have no subset of the new ones, one came to the May करण्यात आली आहे.)

(a) Notification under the Act.—The following Notification by the Government of India, Ministry of Labour, No. S-31012/9/79-WC (PW), dated the 5th November 1982, is hereby republished—

GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR AND REHABILITATION SHRAM AUR PUNARVAS MANTRALAYA DEPARTMENT OF LABOUR/SHRAM VIBHAG New Delhi 110 001, November 5, 1982

G.S.R.... The following draft of certain rules further to amond the Payment of Wages (Railways) Rules, 1938 which the Central Government proposes to make in exercise of the powers conferred by sub-section (2) and (3) of section 26 read with section 24 of the Payment of Wages Act, 1936 (4 of 1936), is hereby published as required by sub-section (3) of section 26 of the said Act for information of all Persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration after the expiry of three months from the date of the publication of this notification in the Official Gazette.

Any objections or suggestions which may be received from any person with respect to the said draft before the date so specified will be considered by the Central Government.

- 1. These rules may be called the Payment of Wages (Railways) Amendment Rules, 1982
- 2. In rule 1-A of the said rules, the words "eicept State of Jammu and Kashmir" shall
- 3. In rule 1(2) of the said rules, the words "who either employ's 20 or more persons on any day or employed 20 or more persons on any day of the preceding 12 months " shall be deleted.
- 4. For the existing clause (1) of rule 2, the following shall be substituted, namely -
- (1) "Chief Labour Commissioner (Central)" means an officer appointed as such by
- ne Cantral Government;
 (11) "Regional Labour Commissioner (Central)" means an officer appointed as such by the Central Government.
- 5. After sub-rule (3), the following sub-rule (4) shall be inserted, namely -
- "(4) where no fine has been imposed on any employee in a wage period, a 'nil' entry shall be made across the body of the register at the end of the wage period indicating also in precise terms the wage period to which the 'nil' entry relates".

 6. In rule 4, the following sub-rule (2) shall be inserted, namely:—
- "(2) where no deduction has been made from the wages of any employees in a wage period, a "nil" entry shall be made across the body of the register at the end of the wage period, indicating also in precise terms the wage period to which the "nil" entry relates
- 7. In rule 5, the words "and shall be kept at the workspot" shall be deleted;
- 8. In rule 5A, after the words "Chief Labour Commissioner the brackets and the word "(Central)" shall be inserted.
- 9. (a) In rule 6, for the words "preserved for twelve months after the date of last entry made in them" the words "maintained uptodate, kept and preserved for 3 years after the date of the last entry made in them, at the workspot and be produced before the Inspector on demand at the workspot" shall be substituted.

(b) After the first Paragraph of rule 6, the following two provisions shall be inserted

Provided that the Pay Master may with prior approval of the Regional Labour Commissioner (Central) preserve and keep the registers at place other than the workspot;

Provided further, that in the event of closure of any establishment of Railway Administration or contractor, as the case may be, the Pay Master shall produce the registers before the Inspector on demand on the office of the inspector or any other place specified by him.

- 10. For the word "Supervisor" wherever appear in rules 7, 9, 10, 11, 17 and 18, the words Regional Labour Commissioner (Central)" shall be substituted.
- 13. (a) In rule 8, for the words "Notice of wage period and dates of Payment" the words "Notice of wage period and dates of payment and names and address of Inspector"
- (b) In the existing sub-clause (i) of sub-rule (1) of rule 8, the word " and " shall be deleted
- (c) After the existing sub-clause (ii) of sub-rule 1 of rule 8 the following sub-clauses (iii) and (iv) shall be inserted :-
 - "(iii) the days or dates on which unpaid wages are to be paid; and
 - (iv) names and addresses of Inspectors having jurisdiction."
 - 12. After rule 8, the following rule 8-A shall be inserted, namely :-
 - "8-A. Supervision of Payment.—On direction of the Inspector, the Pay Master or his representative at the workspot shall pay wages to the employed person under his supervision."
 - 13. For the word and the figure "Rs. 400" appearing in items 3(c) and 5 of Form III prescribed under rule 17, the word and figure "Rs. 1,000" shall be substituted.

Notification No. PWA, 1082/5169/Lab-7, dated 1st December 1982, published in M.G.G., Part I-L, dated 13th January 1983, Page Nos. 170-171).

(2) The following Notification by the Government of India, Ministry of Labour, No. S-31012/5/81-WC(PW), dated the 15th October 1982, is hereby republished

GOVERNMENT OF INDIA/BHARAT SARKAR

MINSTRY OF LABOUR AND REHABILITATION SHRAM AUR PUNARVAS MANTRALAYA.

(DEPARTMENT OF LABOUR) (SHRAM VIBHAG)

New Delhi, Dated the 15th October 1982

NOTIFICATION

. In exercise of the powers conferred in sub-section (2) of section 1 of the Payment of Wages (Amendment) Act, 1982 (No. 8 of 1982), the Central Government hereby appoints the 15th day of October 1982 as the date on which the said Act, except section 13 hereof incorporating therein a new section 25A of the principal Act (No. 4 of 1936), shall

(Notification No. PWA. 1082/5136/Lab-7, dated 8th November 1982, published in M.G.G., Part I-L. dated 20th January 1983, Page No. 313).

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Consumer Price Index Numbers for Working Class for January 1983

BOMBAY*

519—A rise of 1 point

In January, 1983, the Consumer Price Index Number for Working Class for the Bombay Centre with base January to December 1960 equal to 100 was 519 being 1 point higher than that in the proceeding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the food group decreased by 4 points to 576 due to a fall in the average prices of wheat, arhardal, gramdal, masurdal, Milk, ghee, sugar, Cold drink and vegetables and fruits.

The index number for the Pan, Supari, Tobacco etc., group increased by 13 points to 518 due to a rise in the average prices of pan finished, Kathan, Cigarette and chowing Tobacco.

The index number for the fuel and light group increased by 1 point to 674 due to a rise in the average price of charcoal only.

Six monthly house rent index compiled by chain method on the basis of house rent survey conducted by the N.S.S.O. The house rent index number

The index number for the clothing, bedding and footwear group increased by 10 points to 535 due to a rise in the average prices of dhoti, shirting, long cloth, mulmul, markin, bush-shirt, vest and chappal ladies.

The index number for the miscellaneous group increased by 6 points to 412 due to a rise in the average prices of cinema show, barber charges, tooth powder, durrie bucket and washing soap.

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

(Average prices for the calendar year 1960=100)

| | Grand | Weight | Group Index Numbers | | |
|--|---|---|--|--|--|
| | Group | proportional to the Total expenditure | December 1982 | January 1983 | |
| I-A. I-B. II. III. IV. V. | Food Pan, Supari, Tobacco, etc. Fuel and Light Housing Clothing Bedding and Foot-wear Miscellaneous | 57.1 4.9 5.0 4.6 9.4 19•0 | 571 505 673 160 525 406 | 567 518 674 162 535 412 | |
| | Total . | 100.0 | | | |
| | Consumer Price Index Number . | | 518 | 519 | |

*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 Erratta (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 r/z., 4.44.

SOLAPUR.

518—A fall of 9 points

In January 1983, the Consumer Price Index Number for working class (New Series) for the Solapur Centre with base year January to December, 1960 equal to 100 was 518 being 29 point lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey in Solapur Centre.

The index number for the food group decreased by 21 points to 541 due to a fall in the average prices of rice, jowar, arhardal gramdal, masurdal, oils and fats, goatmeat, sugar, gur and vegetables and fruits.

The index number for the pan, supari, tobacco etc., group increased by 14 points to 454 due to a rise in the average prices of pan leaf, katha and cigarettes.

The index number for the fuel and light group increased by 4 points to 679 due to a rise in the average prices of match box, and kerosene oil.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by the N.S.S.O. The index number for the housing increased by 6 points to 243.

The index number for the clothing bedding and footwear group increased by 4 points to 544 due to a rise in the average price of saree, shirting and long cloth.

The index number for the miscellaneous group increased by 17 points to 422 due to a rise in the average prices of barber charges and ornaments.

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

(Average prices for the calendar year 1960 = 100)

| | 0 | Weight | Group Inde | x Numbers |
|----------------------------------|--|---|--|--|
| | Groups | proportional to the total expenditure | December 1982 | January 1983 |
| I-A. I-B. II. IV. V. | Food Pan, Supari, Tobacco etc. Fuel and Light Housing Clothing, Bedding and Footwear Miscellaneous | 3.4 | 562 440 675 237 540 405 | 541 454 679 243 544 422 |
| | Total | 100.0 | | |
| | Consumer Price Index Number | | 527 | 518 |

regarding the scope and method of compilation of the index may be seen on pages 197 to 613 December 1965 issue of Labour Gazette. For Erratia see page 897 of January 1966 issue.

Note.—Por arriving at the equivalent of the old index number 1927-28-100, the new lader number chemid be multiplied by the linking factor of 3.82.

NAGPUR*

519—A fall or 1 points

In January 1983, the Consumer Price Index Number for working class (New series) for the Nagpur Centre with base year January to December 1960 equal to 100 was 519 being 1 point lower than that in the preceding month. The index relates to the Standard of Life ascertained during the year 1958-59 family living survey in Nagpur Centre.

The index number for the food group decreased by 5 points to 549 due to a fall in the average prices of jower, oils and fats ghee, dry chillies, corriender, zeera, vegetables and fruits, sugar and gur.

The index number for the pan, supari, tobacco etc., group increased by 3 points to 493 due to a rise in the average prices of pan leaf and cigarettes.

The index number for the fuel and light group decreased by 6 points to 744 due to a fall in the average prices of coke only.

Six monthly house rent index compiled by the chain method on the basis of the house rent survey, conducted by the N. S. S. O. The index number for the housing increased by 20 points to 260.

The index number for the clothing bedding and footwear group and the miscellaneous group remained steady at 580 and 400 respectively.

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

(Average prices for the calendar year 1960=100)

| 2 | 1 | Weights | Group Index | Numbers |
|--|---|---|--|--|
| Groups | | proportional to total expenditure | December 1982 | January 1983 |
| I-B. Pan, Supari, Tobacco, etc. II. Fuel and Light IIII. Housing IV. Clothing, 3edding and Footwear V. Miscellaneous | | 57.2 3.8 5.7 6.6 10.9 15.8 | 554 490 750 240 580 400 | 549 493 744 260 580 400 |
| Consumer Price Index Number | - | | 520 | 519 |

^oDetails 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 lndex Number should be multiplied by the linking factor viz. 5.22.

fall of 4 points

In January 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 477 being 4 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune centre.

The index number for the food group decreased by 5 points to 508 due to a fall in the average prices of turdal, graindal, moongdal, mutton, milk, ghee, day chillies, tamarined, potatoes, sugar and gur.

The index number for the fuel and light group decreased by 30 points to 681 due to a fall in the average prices of raywal, and charcoal (big & patti).

Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay in the month of December 1982 Accordingly the index number for housing increased by 5 point to 143.

The index number for the clothing & footwear group remained steady at 524.

The index number for the miscellaneous group remained steady at 406.

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

(Average prices for the calender year 1961 = 100)

| | Groups | Weight | Group Index | Numbers |
|-----|-------------------------------|----------------------|------------------|-----------------|
| | Groups | to total expenditure | December 1982 | January 1983 |
| 1. | Food | 5 5.85 | 513 | 508 |
| Ū. | Fuel and Light | 6.89 | 711 | 681 |
| | Housing | 6.65 | 138 | 143 |
| 1V. | Clothing and Footwear . | .; 10.31 | 524 | 524 |
| ٧. | Miscellaneous | 20.30 | 406 | 406 |
| | Total . | . 100.00 | | |
| | Consumer Price Index Number . | | <i>4</i> 81 | 477 |

^{*}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,

LABOUR GAZETTE-MARCH 1983

JALGAON*

495-A fall of 5 points

In January 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 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group decreased by 9 points to 529 due to a fall in the average prices of rice, jowar, turdal, gramdal, moongdal uridal fish, milk and milk product group, vegetable group sugar.

The index number for the Fuel and Light group has remained steady at 706 six monthly house rent survey, complied by chain methods. The index number for housing increased by 1 point to 183.

The index number for clothing decreased by 3 points to 480 due to a fall in the average prices of long cloth.

The index number for the miscellaneous group increased by 2 points to 394 due to a rise in the average prices of panleaf, supari, hair oil and toilet soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE.

(Average prices for the calendar year 1961 = 100)

| | Connection | | Weight | Group Index | Numbers |
|-----|-----------------------------|---|--|------------------|-----------------|
| | Groups | | proportional to total expenditure. | December 1982 | January 1983 |
| I. | Food | | 60.79 | 538 | 529 |
| II. | Fuel and Light | | 7.20 | 706 | 706 |
| Ш. | Housing | | 6.11 | 182 | 183 |
| IV. | Clothing and Footwear | | 10.29 | 483 | 480 |
| V. | Miscellaneous | | 15.61 | 392 | 394 |
| | Tota | 1 | 100.00 | | |
| | Consumer Price Index Number | | | 500 | 495 |

*Details regarding the scope and method of compilation of the index will be found en 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.

46-A fall of 17 points

NANDED*

In January 1982, the Consumer Price Index Number for Working Class (New Series) for Nanded Centre with base year January to December 1961 equal to 100 was being 16 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group decreased by 29 points to 598 due to a fall in the average prices of wheat, jowar, turdal gramdal moongdal, uriddal masurdal, dry chillies and vegetables.

The index number for the Fuel and Light group has remained steady at 687 six monthly house rent survey was compiled by chain method. The index number for housing increased by 7 points to 302.

The index number for clothing group has remained at steady at 480.

The index number for the miscellaneous group increased by 4 points to 417 due to a rise in the average prices of cigaretts, washing soap. Dry Daily mixture.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961=100)

| | Groups | | | Weight proportional | Group Index Numbers | | |
|-----|------------------|-----------|------|------------------------|---------------------|-----------------|--|
| | Groups | | | to total expenditure | December 1982 | January 1983 | |
| ī. | Food | | | 61.46 | 627 | 598 | |
| 11. | Fuel and Light | | | 5.88 | 687 | 687 | |
| m. | Housing | | | 4.62 | 285 | 302 | |
| IV. | Clothing and Foo | twear | ** | 12.22 | 480 | 480 | |
| ٧. | Miscellaneous | | | 15.82 | 413 | 417 | |
| | | T | otal | 100.00 | | | |
| | Consumer Price | Index Nun | ıber | | 563 | 546 | |

*Dotails regarding the scope and method of compilation of the index will be found ages 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 now index number of page 1961 = 100 should be multiplied by the linking factor viz 2 45—Ra 4104—6

AURANGABAD®

535-A rise of 2 points

In January 1983, the Consumer Price Index Number for working Class (New Series) for Aurangabad centre with base year January to December 1961 equal to 100 was 535 being 2 points higher than that in the preceding month. The lindex 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 2 points to 574 due to a rise in the average prices of rice, wheat, sub group of oils and fats, vegetables banana and tea-leaf.

The index number for the fuel and light group remained steady at 754.

Six monthly house rent survey was conducted by the office of the Commissioner of Labour, Bombay in the month of December 1982. Accordingly the index number for housing remained steady at 316.

The index number for the clothing and footwear group remained stead at 473.

The index number for the miscellaneous group increased by 2 points to 423 due to a rise in the average prices of panleaf, katha kanpur and cinema.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

| | Casura | | | Weight | Group Index | Number |
|--------------------------------|---|----------|---|--|---------------------------------|--------------------------|
| | Groups | | | to total expenditure | December 1982 | January 1983 |
| I. II. III. IV. V. | Food Fuel and Light Housing Clothing and Footwear Miscellaneous | : | , | 60 · 72 7 · 50 8 · 87 9 · 29 13 · 62 | 572 754 316 473 421 | 574 754 316 473 |
| ٧. | Miscenaneous | Total | | 100.00 | 421 | 423 |
| | Consumer price Inde | x Number | | | 533 | 535 |

*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 nz. 2.22.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the Last 12 calender months from February 1982 to January 1983 are given in the following table:—

TABLE

| | 1 | Month 1 | | | *Base 1949=10 |
|---|---|------------|--|---|-------------------------------------|
| February 1982 March 1982 April 1982 May 1982 June 1982 July 1982 August 1982 September 1982 | | | | 458 457 459 462 470 478 488 | \$57 \$55 \$56 \$6 \$5. |
| October 1982 November 1982 December 1982 January 1983 | | | | 491 496 [497 495 | |

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

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

| Centre | | Base | | Pan, Supari, Tobacco etc. | Fuel and light | Housing | Clothing bedding and Foot wear | Misce- llaneous | Consumer Price Index Number Jan 1983. | Equivalent Old Index Number | Consumer Price Index Number December 1982 | Equivalent Old Index Number |
|------------|----|------------|-------------|------------------------------------|----------------------|---------|--|--------------------|--|-----------------------------|---|-----------------------------|
| 1 | | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| Bombay | | 1960=100 | 567 | 518 | 674 | 162 | 535 | 412 | 519 | 2,304 | 518 | 2,300 |
| Solapur | | 1960=100 | 541 | 454 | 679 | 243 | 544 | 422 | 518 | 1,979 | 527 | 2,013 |
| Nagpur | ٠. | 1960 = 100 | 549 | 493 | 744 | 260 | 580 | 400 | 519 | 2,709 | 520 | 2,714 |
| Pune | ٠. | 1961 = 100 | 508 | | 681 | 143 | 524 | 406 | 477 | | 481 | |
| Jalgaon | | 1961=100 | 529 | | 706 | 5 183 | 480 | 394 | 495 | 2,619 | 500 | 2,645 |
| Nanded | ٠. | 1961 = 100 | 59 8 | | 68 | 7 302 | 480 | 417 | 547 | 1,340 | 563 | 1,379 |
| Aurangabad | | 1961=100 | 574 | 1 | 75 | 4 31 | 5 473 | 423 | 535 | 1,18 | 8 533 | 1,183 |

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, SHOLAPUR: 3.82, NAGPUR: 5.22, JALGAON: 5.29, NANDED: 2.45, AURANGABAD: 2.22.

Wage Boards—9 references was received by the Wage Board for Co-opertive Bank Industry during the month under review. rial courts, Tribunals and Labour Courts INDUSTRIAL RELATIONS IN AHARA HTRA REVIEW FOR THE MOLITH OF LECEMBER 1982 tions were received by the Industrial Courts, Tribunals and Labour Court Their break-up are as under : labour Intelligence Total Total 130 B.I.R. Act, 1946 18325556 No. of applications, etc. received during the month 178 178 242 242 243 I.D. Act, 1947 834 162 588 58 334 65 Other Acts. 1,552 105 123 123 122 17 17 20 519

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oncilliation

in analysis of disputes handled by the Concillation machinery in the State during October 1981 vunder various Acts is iven below:—

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

| Act | Issues relating to pay, allowances and Bonus | Employment, leave, hours of work and Miscellaneous causes 3 | Total |
|--|---|--|-----------|
| 1 Industrial Disputes Act, 2 Bombay Industrial Relations Act, 1946 3 Bombay Industrial Relations (Extensions and Amendment) Act, 1964. | 370 18 | 422 18 | 792 36 |
| Total | 388 | 440 | 828 |

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

| 1 | Pending at the begining of the month | No. of cases received during | Settled amicably | Ended if failure | With- drawn or not pursued | Closed | Total (4 to 7) | Pending at the end of the |
|---|---|---------------------------------------|---------------------|---------------------|-------------------------------------|--------|----------------|------------------------------------|
| 1 | 2 | the month | 4 | 5 | by parties 6 | 7 | 8 | month 9 |
| I. D. Act, 1947 B. I. R. Act, 1946 B. I. R. (Ext. and Amdt.) Act, 1964. | 1,743 167 | 792 | 202 14 | 240 10 | 108 | 173 | 723 47 | 1,812 |
| Total | 1,910 | 828 | 216 | 250 | 115 | 189 | 770 | 2 968 |

| Act | Cotton Textile | Silk Textile | | | Hosiery | Banking | Sugar | Misc. | Trans- port | |
|-----|-------------------|-----------------|---|---|---------|---------|-------|-------|----------------|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |

| Act | Textile Industry | Paper Industry | Chemical Industry | Press Industry | Electri- | Banking. | Chemical Engi- neering | | Other Misc. | Total |
|-------------------------|---------------------|-------------------|----------------------|-------------------|----------|----------|------------------------------|---|----------------|-------|
| 1 | 2 | _ 3 | 4 | 5 | 6 | 7 | - 8 | 9 | -10 | 11 |
| B. I. R. (Extension And | | | | | | | | | | |

| District-wise vsis is given | 1 below : | | | | | | | |
|-----------------------------|-----------|-----------------------|---|---|--------|-----------------|-------------------|-------|
| Act | Bombay | Bombay Pune Thane | | | Nanded | Auranga- bad | Ahamad - nager | Total |
| 1 | 2 | 3 | | 5 | 6 | 7 | 8 _ | 9 |
| B. I. R. Act, 1946 | 20 | 10 | 1 | 2 | 1 | 1 | 1 | 36 |

| . 1. R. Act, 1946 | | | | | | | | | |
|--|----------|--------|---|-------------|------------|----------|------------|--|--|
| | Amravati | Bombay | 4 | Chanda 5 | Akola 6 | Buldhana | Total 8 | | |
| B. I. R. (Extension and Amendment) Act, 1964 | | | | | | 1 1 | | | |

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sis of disputes handled by the Concillation machinery in the State during October 1981 / under various Acts is

Cause-wise analysis of the cases received during the month:

| Act | Issues relating to pay, allowances and Bonus | Employment, leave, hours of work and Miscellaneous causes | Total 4 |
|--|---|---|---------------|
| trial Disputes Act, 1947 pay Industrial Relations Act, 1946 pay Industrial Relations (Extensions and Amendment) Act, 1964. | 370 18 | 422 18 | 792 36 |
| Total . | 388 | 440 | 828 |

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

| Act | Pending at the begining cases of the month during the month 3 | | Settled amicably | Ended if failure | With- drawn or not pursued by parties 6 | Closed | Total (4 to 7) | Pending at the end of the month |
|--|---|-----|-----------------------|------------------|--|--------|----------------|---|
| . Act, 1947 . R. Act, 1946 . I. R. (Ext. an .mdt.) Act, 1964. | 1,743 167 | 828 | 202 14 | 240 10 | 108 | 173 | 723 | 1,812 |

| Act | Cotton Textile | Silk Textile | 6 | Towns. | 11-1 | State of the last | | Min | Trans- | Total |
|--------------|---------------------|-----------------|---|--------|------|-------------------|---|-----|--------|-------|
| 1 | = | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 1 10 | 11 |
| R. Act, 1946 | | 6 | 2 | 4 | 2 | 2 | 5 | 2 | 1 | 36 |

| Act | Textile Industry | Paper Industry | Chemical Industry | Press Industry | Electri- | Banking. | Chemical Engi- neering | | Other Misc. | Total |
|---|---------------------|-------------------|-------------------|-------------------|----------|----------|------------------------------|---|-------------|-------|
| 1 | 2 | _ 3 | 4 | 5 | 6 | 7 | 8 | 9 | -10 | 11 |
| B. I. R. (Extension And Amendmen!) Act, 1964 | | | | | | | | | | |

| District Wise Until y 313 13 617 | en below | | | | | | | |
|----------------------------------|----------|------|-------|--------|--------|----------|------------------|-------|
| Act | Bombay | Pune | Thane | Naghur | Nanded | Auranga- | Ahamad- nager | Total |
| 1 | | 2 | | 5 | 6 | l Oau | 8 | 9 |
| | 4 | 1 | | | | 1 | 1 | |

| Act | Amrayati | Bombay 3 | Wardha 4 | Chanda | Akola 6 | Buldhana 7 | Total 8 |
|---|----------|-------------|----------|--------|------------|------------|------------|
| B. I. R. (Extension and Amendment) Act, 1964. | | 1 | | | 1 | | |

LABOUR GAZETTE-MARCH 1983

INDUSTRIAL HEALTES IN MAHARASHTRA STATE

| December 1982 | November 1982 | December 1981 |
|--|---------------|---------------|
| 86 | 83 | 70 |
| No of Disputes | 1,65,125 | 32,691 |
| No of Work: is involved No of Man-days lost 29,24,006 | 32,11.457 | 6,91,635 |

Industry-wise classification is given below:

| | | Numb | or of disputes in progress | n | | | |
|------------------------|---------|-----------------------------------|-------------------------------------|----|----------|----------------------------------|--|
| Name of the Inc | dustry | beginning of the month i.e. | Started during the month i.e. | | | Aggregate man-days lost in | |
| 1 13 | | December 1982 2 | 3 | 4 | 5 | 6 | |
| | | 47 | | 47 | 1,40,003 | 26,97,781 | |
| Toxtilo | | | 4 | 21 | 5,289 | 45,139 | |
| Engineering | | | | 6 | 4,432 | 99,851 | |
| Chemical Miscollaneous | | 10 | 2 | 12 | 3,251 | 81,235 | |
| Miscollaneous | | | 1 | 86 | 1,52,975 | 29,24,006 | |
| December i982 | Total . | | 6 | 83 | 1,65,125 | 32,11,45 | |
| November 1982 | Tatal | 77 | | | of "pay, | allowance | |

For the drawn to t

in favour of the employers.

of Statis: Act, 1 3 In compt g involved are included.

| | | | | | L | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | | | | |
|---|------------|------------------------|-----------------------|-----------|-----|---|---|--|------------------------------|---|--------------------------------------|-------------------------|--|
| PUTES | Result | | 11 | - | | Continued. | Do. | Do. | | Do. | Do. | Do. | 1 |
| TRIAL DIS | lost | Till the | close of the month | 2 | | 2,35,078 | 6,48,600 | 3,18,161 | | 8,67,574 | 10,18,166 | 996'98'9 | |
| OECEMBE | Man-days | During | the | 6 | | 12,150 | 39,150 | 12 622 | | 290,99 | 64,692 | 49,766 | The state of the s |
| IMPORTAL IONTH OF | No of | Workers - | Involved | - | | 429 | 1,450 | | 1,408 | 3,119 | 3,599 | 2,670 | THE PERSON |
| ATION OF | | toppages | Ended | 7 | - | | ; | | : | : | , - i | 2 | S S S S S S S S S S S S S S S S S S S |
| INFORM | SI DORGE | Date of work-stoppages | Began | 9 | 1 | 20-4-1981 | of de- 29-7-1981 | | 10-1-1982 | 17-1-1982 | | 18-1-1982 | 18-1-1982 |
| THE DETAILE | MANDAYS LO | Da | Reason | | 0 | Reinstalement | Others of de | Chillips, D. A. | Other lor Deministra 1 of | G. D | G. D.— | Wages etc. | G.D.— Increase in Wages and Petter Service Condition. |
| San | 0000'01 | 1 | S/L 1 | | 4 | U | , | os. | t. S | | | Pvt. S | Pvt. S |
| | TATEMENT C | | Sector | | 3 | | Kolshet Fv.: (Pvt.) | mbay Gas Co., Pvt. Lalbaug, Bom- 2. | Mills Ltd., Pvt. | Lat. Jamshetji Road., Da .r., Bombay 28. | Ltd., T. J., Pyt. vree, Bom- | Mills Ltd., ad Road, | ohur Mills aheb Phalke ar 14. |
| THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES | S SMING TO | CAUSING | Name of the | | 2 | Тнапе | Teksons Ltd., Kolsnet Road, Thane (Pvt.) | The Bombay Gas Co., Ltd., Lalbaug, Bombay 12. | | Lai Jamshetji Roa Da r., Bombay 28. | Mills Ltd., II. d. Sewree, 15. | radbury ulana Az | Tie in II |
| | THE P | | 1 00 | o Ra 4 | 104 | 1-7 (64 | 06-83 | 8) | | | | | , 1 |

LABOUR GAZETTE- MARCH 1983

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| Nama of the | C | CIT | Description | Date of work-stoppages | | No. of Workers | Man-days lost | | |
|---|--|---------------------------------------|--|------------------------|--|---|------------------------|-----------------|--|
| Name of the | Sector | S/L | , Reason | Began | Ended | Involved | During the monih | Till the | |
| 2 | 3, | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| nbay | | | G.D | | | | | | |
| e Raghuvanshi Mill Ltd., 11-12, Senapat Bapat Marg, Maha axmi, Bombay 13. mbay— | i Pvt. | S | Increase in wages etc. G. D.— | 18-1-1982 | | 1,694 | 10,233 | 3,30,732 | |
| e Finalay Mills Ltd. 10/11, Dr. S. S. Rac Road, Parel, Bom- bay 12. | | S | Wages etc. | 18-1-1982 | | 4,303 9 | 8,442 12 | ,34,694 | |
| mbay | | | G. D.— | | | | | | |
| e Victoria Mills Ltd. Budhkar Marg, N. M Joshi Marg, Parel Bombay 13. | | S | Higher Wages ext. | 18-1-1982 | | 3,269 65, | ,350 8,9 | 2,578 1 | |
| mbay— | | | G.D.— | | | | | | |
| ree Ram Mills Ltd. G. K. Marg, Bom- bay 10. | , Pvt. | S | Wages ext. | 18-1-1982 | 6 | 5,000 1,22,30 | 65 16,70, | 924 Do | |
| ombay.— | | | G.D.— | | | | | | |
| 1/s. Matulya Mills Ltd. Senapati Bapat Marg LowerParel, Bombay 1 | , | S | Rise in basic Wages etc. | 18-1-1982 | 3,8 | 891 54,325 | 9,07,02 | 4 Do. | |
| ombay— | J. | | G.D.— | | | | | | |
| The Phoneix Mills Ltd. Lower Parel, Bombay | Pvt. | S | Higher Wages etc. | 18-1-1982 | 4,00 | 6 21,914 | 10,60,552 | Do. | |
| Bombay— | | | 0.0.— | | | | | | |
| The New City of Bomba, Mfg. Co., Ltd., 63 T. B. Kadam Marg Bombay 33. | Pvt. | | Wages ext. | 18-1-1982 | 2,160 | 57,236 5, | ,72,554 | Do. | |
| Bombay— The Podar Mills Ltd | | | G.D.— | | | | | | |
| NA NA BUILD NATION | Pvt. | | Increase in | 18-1-1982 | 2 555 | 75 464 0 | 70 210 | 00 | |
| N. M. Joshi, Marg Chinchpokli, Bombay Rombay— | | | Increase in | 18-1-1982 | 3,555 | 75,464 9, | | Do. | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg | Pvt. | | | 18-1-1982 8-1-1982 | 3,555 4,602 | 2 (Mar. 17) | 4,394 E | , | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay Bombay— | Pyt. | S | Higher Wages etc. | | | 2 (Mar. 17) | | po* | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay Bombay— The Mafatlal Fine Spg and Mfg. Co., Ltd. Unit No. 3, Lowe Parel, Bombay 13. | Pyt. | s s | Higher I Wages etc. G. D.— Hihger Wages and Other facilities. | | | 2 (Mar. 17) | 4,394 D | po* | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay Bombay— The Mafatlal Fine Spg and Mfg. Co., Ltd. Unit No. 3, Lowe Parel, Bombay 13. Bombay— Mafatlal fine & Spg Mig Co. Ltd., Max gon, Bombay 400 010 | Pvt. | S S | Higher Wages etc. G.D.— Hihger Wages and Other facilities. G.D.— /ages etc 18- | 8-1-1982 | 4,602 1,642 | 1,01,179 13,2 | 4,394 D | po* | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay Bombay— The Mafatlal Fine Spg and Mfg. Co., Ltd. Unit No. 3, Lowe Parel, Bombay 13. Bombay— Mafatlal fine & Spg Mfg Co. Ltd., Max gon, Bombay 400 010 Bombay— India United Milla No. I Dr. Ambedkar Road Parel, Bombay 400 010 | Pvt. Pvt. Pvt. Pvt. Pvt | S S S W | Higher Wages etc. G.D.— Hihger Wages and Other facilities. G.D.— Vages etc 18- | 8-1-1982 8-1-1982 | 4,602 1,642 4,857 17 | 1,01,179 13,2 21,914 4,04, | 4,394 D | ABOUR GAZETTE-M | |
| Chinchpokli, Bombay Bombay— Kamala Mills Ltd., Senapati Bapat Marg Lower Parel, Bombay Bombay— The Mafatlal Fine Spg and Mfg. Co., Ltd. Unit No. 3, Lowe Parel, Bombay 13. Bombay— Mafatlal fine & Spg Mfg Co. Ltd., Max gon, Bombay 400 010 Bombay— India United Mills No. Dr. Ambedkar Road | Pvt. Pvt. Pvt. Pvt. Pvt. Pvt. Pub Pub | S S S S S S S S S S S S S S S S S S S | Higher Wages etc. G. D.— Hihger Wages and Other facilities. G. D.— Vages etc 18- Vages etc 18- | 8-1-1982 8-1-1982 | 4,602 1,642 4,857 17 6,806 1,21 | 1,01,179 13,2 21,914 4,04, 7,108 7,81,079 | 4,394 Do | po* | |

| | | | | | Date of wor | k-stoppage | | Man-da | ys lost | S a soul |
|------|--|--------|------|---|----------------------------|------------|-----------------------|------------------------|-------------------------|----------------|
| 1 | Name of the Concern | Sector | · S/ | L Reason | Began | Ended | - Workers Involved | During the month | Till the close of month | Resul |
| | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Bombay — | | | | | | # 002 | 1 24 632 | 10 74 442 | D- |
| | The Standard Mills Co. Ltd., Bombay 400 025. | Pvt | S | higher quan tum of bonus | | | 5,083 | 1,24,632 | 18,74,443 | Do, |
| | Bombay— Podar Processors, G. K. Marg. Lower Parel Bombay 400 013. | Pub | S | Others— Calling for holidey work- | 23-12-1981 | | 850 | 16,254 | 2,53,793 | Do, |
| | Bombay- | | | | V 4 5 | | | i | | |
| i | The Simplex Mill Co Ltd 30 Koshavrao Khade Marg Saint Gadge Maharaj Chowk, Bom bay 400 011 | Pvt | S | Charter of demand Bonus etc | f 18-1-1982 | | 4 311 | 86,400 | 1,71,817 | Do. |
| | Bombay— The Tata Mills Ltd., Dadar, Bombay 400 014 | Pvt. | S | Charter of demand Wagos etc. | 18-1-1982 | | 7,217 1 | ,88,838 21 | ,41,506 | Do. |
| | Bombay— | D | C | D 1 6 | 10 1 1003 | | 3,278 | 22 606 7 7 | 02 20C F | |
| | The Elphinston Spg. & Wvg. Mill Co. Ltd., Elphinston Rd., Parel, Bombay 400 012. | PVI. | S | higher wages. | 18-1-1982 | | 3,270 . | 33,696 7,6 | 03,386 I | <i>></i> 0. |
| | Bombay Mills Co., | Pvt | | G.D.— Wages etc. | 18-1-1982 | | 6,489 1.75 | .203 19.53 | ,189 Conti | nued |
| | Ld., M. M. G. S., Mars. Dadar, Bom- bay 400 014. | | | | | | | | | |
| | Bombay | | | G.D | | | | | | |
| 27 | India United Mills, No. 5 Anant Ganpat Pawar lane, Victoria Garden, Bombay 400 027. | | S | Increase in Wages. | F8-T-1982 | | 1,430 28 | ,431 3,85 | ,235 Do. | |
| 83 | Bombay | | | G . D .→ | 10 1 10 | | | | | |
| 28 | Jupiter Textile Mills, Balashet Madhukar Marg, Parel, Bom- | | S | wages and better service | 18-1-1982 | | 3,133 54 | l,306 9,12 | 2,626 Con | .C. |
| | bay 400 013. | | | condition including many more demands. | A 7 3 | | | | | |
| 29 | Bombay Wills Ltd., (Unit Coorla Mills) Old Agra Road, Kurla, Bom- bay 400 070. | | S | G.D.— Increase in wages and other facility. | 18-1-1982 | 7 | 2,479 57, | 6 99 7,16, 7 | 798 Do. | VAZETTE |
| 30 | Bombay Piramal Spg. & Wvg. Mills Ltd., Piramal Bhavan, G. K. Marg, Bombay 400 013. | Pvt. | S | G.D.— Wages etc., | 18-1-1982 | | 2,714 34,4 | 77 6,52,04 | 0 Do. | WAZETTE- MA CH |
| 3 | Bombay— 1 Digvijay Textile Mills Ltd., Lalbaug, Bom- bay 400 012. | Pub. | | G.D.— Wages etc. | . 1 083 8-1-1982 | 2 | ,341 60,309 | 6,97,061 | Do. | 8 |
| N.S. | Bombay— M/s. The Dawn Mills Co. Ltd., G. K. Marg, Lower Parel, Bom- bay 400 013. | Pvt. | | 3.3 | | | 907, 39,315 | 5,30,868 | Do. | |
| | | | | | | A | | | | |

| | CAUSING MORE | THAN | 10,0 | 000 MANDAYE | S LOST DURI | NG THE | MONTH | OF DECE | MBER 1982 | DISPUT |
|------|--|----------------------|------|--|-----------------|-----------|----------------|-------------|-------------------------|-----------------------------|
| rial | Name of the | Sector | SI | Reason | Date of work- | stoppages | No. of Workers | | days lost | - Resul |
| ło. | Concern | Sector | SIL | 2000011 | Bogan | Ended | Involved | | Till the close of month | 2080 |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Fu-Suit | | | G.D.— | | | | | | |
| 33 | Mumbai Textile Mills Senapati Bapat Marg. Bombay-13. | | S | etc. | 18-1-1982 | | 3,300 | 52,693 | 7,73,185 | Continue |
| 34 | Ganpatrao Kadam Marg, Lower Parel, Bombay-13. | | S | G.D.— | 18-1-1982 | | 2,260 | 52,784 | 6,43,633 | Do. |
| | Bombay- Appollo Textile Mills, N. M. Joshi Marg, Chinchpokli Bombay-1 | | S | G.D.— | 18-1-1982 | | 2,268 | 49,707 | 6,36,014 | Do. |
| 36 | Bombay— The Modern Mills Ltd., 101, Khadye Marg, Bombay-11. | | S | G.D.— Wanna etc. | 19-1-1982 | 1100 | 3,246 | 76,275 | 9,36,252 | Do. |
| 37 | Bombay— India United Mills No. 4, T. B. Kadam Marg, Kalachawki, Bombay-3 | | S | G.D.— | 19-1-1982 | | 2,954 | 36,855 2, | ,23,237 D | Do. |
| 38 | Bombay— India United Mills No. 2, (NTC) Kalachawki, Bombay-33. | Pub. | S | G.D.— Wages etc. | 19-1-1982 | | 1,995 | 40,662 | m la Do | ·. |
| | | | | | | | | | | |
| 39 | Bombay— India United Mills No. 3 (NTC) T. B. Kadam Marg, Bombay-33. | | S | G. D.— Wagos etc. | 19-1-1982 | | 1,980 2 | 22,545 4,82 | 2,747 Do. | |
| 40 | Thane— Swastik House hold and Industrial Product Ambernath District Thane. | | S | Others— Pursuation of their demand like wages etc. | 2-3-1982 | | 1,346 2. | 2,066 2,94 | 4,990 Do. | |
| 4 | Bombay— Bedrock Tyre and Rubbo Co. Pvt. Ltd., B-2 Laxmi Industria Estate, behind Shastr Nagar, M. G. Road Goregaon (W), Bom bay-90. | ?, al ri d, | S | Revision of wages D.A. etc. | 28-9-1982 | | 895 24, | ,111 73, | ,336 Cont | L-(BOTTA GAZITTIL MANCH IM) |
| 4 | Bombay- New Hind Textile Mills Rambhau Bhogal Marg, Bombay-33. | Pub. | S | Charter demand wages etc. | 18-1-1982 | 3,16 | 63,450 | 8,45,98 | 81 Do. | ZIM |
| | Bombay— The New Greate Eastert Spg. & Wvg. Co. Ltd. 25-29, Dr. B. Ambedk. Road, Bombay-27. | | S | Charter of demand wages etc. | 18-1-1982 | 4,93 | 8 1,19,502 | 14,53,35 | 52 Do. | MARCH I |
| | Bombay- 44 Godrej Soaps Ltd. Eastern Ecpress High way, Vikroli Bombay-79. | 1- | | Others- Withdrawl of Show Cause Notice/Charge Sheet issued under the standing Order. | 12-11-1982 | 2,324 | 60,424 | 1,00,782 | Do. | - |
| | Bombay - 45 The Morarji Gokulad Spg. & Wvg. Co. Ltd. Unit No. 2, Lowe Parel, Bombay-12. | | s | G.D.— Increase in D.A. etc. | 18-1-1982 | 3,539 | 67,573 | 9,42,097 | Do 5 | £ |

EMPLOYEES' STATE INSURANCE CORPORATION MAHARASHTRA REGION

"PRESS NOTE SHOWING THE PROGRESS DURING" THE MONTH OF JANUARY, 1983.

The Employees' State Insurance Scheme applies to 30 centres in the State of Maharashtra and provides protection to 16,79,311 workers in the events of Employment injuries, Sickness and Maternity. This protection is made available in two ways namely by provision of Medical Care and Benefits when needed. During the month of January, 1983; 20,245 Insured Persons received Rs. 41,20,057.12 Cash Benefit due to Employment Injuries. This includes 5,759 persons who were in receipt of pension for Permanent Disablement Benefit and 2,273 persons who were in receipt of Dependents Benefits as dependents of deceased Insured Persons. During the month 9,079 accidents were reported against 8,806 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 January 1983; 60,179 Claims were received and an amount of Rs. 61,08,503.45 was paid as Sickness Benefit. During the preceding month 64,427 Claims were received and an amount of Rs. 64,03,34,335 was disbursed as Sickness

Some Insured Persons suffering from T. B., Mental, Maligant 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. 9,05,462.00 was paid towards this benefit.

During the month 342 Insured Women claimed Rs. 6,02,487.70 by way of Maternity Benefit.

The attendance at the dispensaries as per certificates received was 2,03,720 during the month.

During the month Funeral Benefit in 135 cases amounting to Rs. 13,500.00 was paid.

During the month confinement charges in respect of wives of Insured Persons amounting to Rs. 40,260 00 was paid.

During the month an amount of Rs. 40,056.00 was paid as Enhanced Sickness Benefit to 242 Insured Persons who had undergone Sterilisation Operation for Family Planning.

For recovery arrears of contribution under the Scheme, Legal proceedings were initiated in 58 cases against defaulting Employers.

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FORM IV

(See Rule 8)

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Manager, Government Central Press,

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Address

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400 034.

5. Editor's Name

Smt. E. Paul, B.A. (Hons.), Deputy Commissioner of Labour, Maharashtra State, Bombay

(Ex-officio).

Indian. Office of the Commissioner of Labour, Commerce Centre, Tardeo, Bombay 400 034.

duals who own the newspaper and partner's or share-holders holding more than one percent of

6. Names and addresses of indivi- The Government of Maharashtra, Bombay.

I, A. M. Nimbalkar, hereby declare that the particulars given above are true to best of my knowledge and belief.

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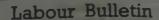
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