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LABOUR GAZETTE

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

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The Month in Brief

Consumer Price Index Numbers for Working Class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for working class for the month of June 1985 with average price for the year ended December 1969 equal to 100 were 650, 626, 616 respectively. The Pune, Jalgaon, Nashik and Aurangabad Consumer Price Index Numbers for working class for the month of June 1985, with the average prices for the year ended December 1961 equal to 100 were 389, 330, 371 and 341 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (Government Price 1960-100 for June 1985 was 605 as compared to 603 in May 1985. Its base 1949-100 derived from 1960 based index worked out to 737 as against 735 for May 1985.

Industrial Disputes in Maharashtra State

During the month of May 1985, there were 48 disputes involving 14,314 workmen and time loss of 2,55,074 mandays as compared to 41 disputes in April 1985 involving 13,569 workmen and time loss of 4,04,965 mandays.

Further particulars of Industrial Disputes are given at pages 861 and 869 as this issue.

Benefits under the Employees State Insurance Scheme

During the month of June 1985, 64,319 workers were paid Rs. 48,14,163.05 on account of sickness and Rs. 4,25,622.55 were paid for the long term diseases under extended sickness benefit for the classified diseases, e.g. T. B., Cancer, Hemiplegia, Dacryoplegia, Psychoses, etc., 19,193 workers were paid Rs. 37,08,395.50 on account of accidents as employment injury which included 6,482 cases for permanent disablement and 2,610 for pension to the dependents/families due to death of the workers in the accident.

Current Notes

Commonwealth labour ministers against protectionism

The labour and employment ministers of Commonwealth countries June 6 voiced concern over the growing protectionist policies which seriously threatened employment prospects and stressed the need for reduced trade barriers especially in developed countries.

The fourth meeting of the Commonwealth ministers of employment and labour was held here under the Chairmanship of Mr. Adolphus Freeland, Minister for Labour, Housing and Co-operatives, Antigua and Barbuda, a day before the commencement of the 71st session of the International Labour Conference.

The highlight of the meeting was the opening speeches by Commonwealth Secretary General Shridath Rampal and ILO Director General Francis Blanchard.

The ministers reiterated their conviction in the value of sharing view points on employment and labour issues and concentrated their discussions on the effects of the current and prospective world economic situation on jobs and work practices. Particular attention was given to developments in international trade and technology as well as to official policies and other measures for the promotion of structural adjustments and employment generation.

The ministers were seriously concerned at the disturbingly high levels of unemployment in most of the developed countries despite the recent recovery in their rate of economic growth. They also noted that the position was even worse in developing countries who were already confronted with the continuing problem of under employment and un-employment and alongwith growing poverty and deepening economic crisis.

Underlining the importance of sustained economic recovery as one of the major factors for the reduction in unemployment, the ministers highlighted role of technological change in promoting economic growth, development and employment, while at the same time recognising the importance of parallel measures for easing structural adjustment keeping in view the human consequences of such changes.

Conscious of the vital contribution of women's employment to economic development, the ministers were of the view that women's employment should be addressed in conjunction with all employment and development strategies that would improve the economic position of women. They also hoped that the UN World Conference for a review and appraisal of the achievements of the UN Decade for Women and the Commonwealth ministers' meeting on Women's Affairs both to be held in Nairobi in August, would take into account the importance of equal employment opportunities.

The Ministers recommended that the Commonwealth and Industrial training and Experience Programme (CITEP), on which the Secretary General carried out a further study at the instance of an earlier meeting of the ministers, be established and implemented within the Commonwealth Fund for Technical Cooperation (CFTC).

It was agreed that the final report of the working group on the management of technologic change should be seen both by the heads of government and the ministers before the meeting of the Commonwealth Heads of Government in Nassau.

The ministers, while noting with interest a submission for the Commonwealth Trade Union Council outlining its activities, appreciated the Council's interest in issues related to Commonwealth cooperation on employment and labour issues.

(Indian Worker, dated 1st July 1985.)

ILO urged to fight Apartheid

Asian, African and Caribbean states have called on the International Labour Organisation to sustain its campaign against South Africa to ensure an early end to its policy of apartheid.

Speakers at the ILO annual meeting here also highlighted the plight of millions of victims of famine and drought in Africa and urged the international community to not only keep up the present flow of immediate food aid, but provide continued assistance to help the afflicted nations find long term solutions to their economic problems.

The main theme of conference—industrial relations, and the importance of tripartite approach towards the problems of unemployment and structural adjustment to meet the challenges of new technology—was also emphasised by labour ministers, employers and worker-delegates.

The three-week conference which ended here on June 27, was attended by over 1800 government employees and worker-delegates from 137 of the 150 member-states of the ILO.

(Indian Worker, dated 1st July 1985.)

ILO passes budget despite opposition

The International Labour Organisation on June 20 passed its 1986-87 budget despite opposition from some countries which threatened to withhold their contributions to some of its projects, reports a new agency here on June 21.

A spokesman said the \$ 253 million budget was passed by 388 votes at the ILO's annual conference with 32 against and five abstentions.

The Ukrainian delegate said the Soviet block countries had cast negative votes because they opposed some ILO programme, according to an ILO spokesman.

These programmes included a \$ 2.2 million contribution for employers' organisations, which, he said was tantamount to supporting Western capitalism

(*Indian Worker, dated 1st July 1985*)

Labour Policy in India

(*Text of Labour Minister T. Anjiah's speech at the 71st Session of the International Labour Conference held at Geneva on June 21*)

Mr. President, Excellencies, Distinguished delegates, Ladies and Friends,

Before I proceed, I would like to join the previous speakers in congratulating you in your unanimous election as President of this important session of the conference. Your election to this high office is an endorsement by all the member countries of ILO of your experience, wisdom and ability. I have no doubt that under your stewardship, we will be able to reach very meaningful conclusions on the agenda before this conference. Mr. President, I would like to assure you that in the discharge of your heavy responsibilities, you will have our full support. I would also like through you, Mr. President, to congratulate the Vice-Presidents elected for this conference.

Mr. President, our esteemed Prime Minister, Shri Rajiv Gandhi has already addressed the special sitting of this session on June 17. He has already dealt with many crucial issues of global importance. I therefore propose to be brief in my observations.

The Director General deserves all praise for his report that he has placed before the conference. It presents a very clear analysis of the activities of the ILO. The main theme of his report relates to the role of industrial relations and tripartism which is of immediate importance to us.

Tripartism, Mr. President, has been the basis of our labour policy. This is more than amply reflected in the entire field of our labour legislation. The consultative machinery that we have both at the Central level and at the state levels provides equal opportunity to employers and workers to express their view points. I am pleased to say that this policy has yielded handsome results towards the development and economic growth of our country over the years. It has become clear to the social partners that they have a vital stake in orderly economic progress in all sectors. It is largely as a consequence of the joint efforts of the social partners that after our independence, we have been able to achieve sustained economic growth and maintain a satisfactory rate of progress. Undoubtedly, there are situations where due to multiplicity of trade unions, practical difficulties arise in working out collective bargaining arrangements. The answer to this, as we see, Mr. President, is to encourage a healthy and vigorous trade union movement which will, in due course take care of the multiplicity of the trade unions. Tripartism, therefore, in my country is no more an open issue. It is a settled fact of life and a part of our industrial and economic culture.

President, as is well known, India has a public sector which engages workforce and plays a commanding role in the economy. We have elaborated arrangements with the representatives of workers in these enterprises for consultation and dialogue with a view to arrive at amicable understanding on issues. This is illustrated by our recent agreement with the workers to revision of dearness allowance formula in the Central public sector consequent to which substantial benefits will accrue to the workers. In recognition of their contribution to the national economy, Our Prime Minister in his May Day address to the workers, has announced the institution of awards for the workers.

Mr. President, we have already implemented six five year development plans under the leadership of Pandit Jawaharlal Nehru and Mrs. Indira Gandhi. The Seventh Five Year Plan is under finalisation. The basic priorities of this plan will be food, work and productivity. Employment will be a focal point of policy. The efforts will be directed towards high agricultural growth, creation of employment use of less capital intensive and more labour intensive techniques and a shift in investment priorities towards items of mass consumption. More specifically, the strategy would be to generate productive employment through increasing cropping intensity, extension of new agricultural technology, to low productivity regions and to small farmers. This will make our rural development programmes more effective in terms of creation of productive assets, more housing, more urban amenities, more roads and a wider social infrastructure.

Growth with social justice is essential if social tensions arising in the process of economic development have to be avoided. We feel that the unorganised workforce in the rural and informal sectors has so far not received adequate attention. These sectors comprise nearly 90 per cent of the workers and their problems now call for urgent consideration. Workers in these sectors should be given every form of assistance to organise themselves and protect their interests. We have gone a step further. It has now been decided to launch an accident insurance scheme which will cover the most vulnerable sections of the society in the event of death or permanent disability of the earning member of the family.

The world has made tremendous progress in the field of technology. It should be our endeavour that the benefits of technical advances reach the working classes.

Mr. President, I am glad to observe that Director General's report has covered the important subject of workers' participation in management. This is being practiced in many countries in one form or the other. We have drawn inspiration from the Father of the Nation, Mahatma Gandhi who held out the concept of trusteeship. Developed on sound lines, workers' participation would help in promoting a high degree of co-operation between the managements and the workers and strikes and lock-outs which often mar industrial harmony will be considerably reduced. Our experience has been that where successfully implemented, workers' participation has led to increased production and

productivity. We have, therefore, been suggesting for some time that the subject of workers' participation should be chosen as an item of the agenda of the International Labour Conference. We feel that an in-depth discussion of this important subject will lead to a greater involvement of the workers in the management of the enterprises and growth of a responsible trade union movement.

We welcome the proposal of the Director General for convening a high level policy meeting at a world-wide level comprising both developing and developed countries that will review the impact of international trade, financial and monetary policies on employment and poverty. We from the developing countries share the hope that from this meeting, strategies will emerge leading to fuller employment and reduction of poverty.

Another important issue which has been covered in the Director General's report related to the sufferings to which the Arab workers are being subjected in the Israeli occupied Arab territories. We will continue our efforts for the withdrawal of Israel from all occupied territories and for the establishment of an independent state for the Palestinian people, under the leadership of the PLO. Only in this way can a just and durable peace be achieved and the condition of the Arab workers in Palestine be improved, including the restoration of their trade union rights.

Mr. President, we feel that health and safety of workers should be our major concern. We are of the firm view that no management, whether it is of a national or multinational enterprise, a public or a private undertaking, should be allowed to be indifferent in safety matters. Further, workers of a single national or multinational enterprises should be treated without discrimination with regard to the services provided by the occupational health service regardless of the place or the country in which they are working. The responsibility for providing safe working environment should not be restricted to workplace. It should also extend to providing a safe environment for those living in the vicinity of such enterprises in the event of a failure of safety systems. Multinational enterprises have a special responsibility in this regard by virtue of the extent and nature of their operations. They must provide full information regarding risks and hazards. Enterprises which engage in hazardous operations, irrespective of their structure, should be fully accountable for the loss of life and property.

Mr. President, the constitution of my country ensures equality of opportunity to all citizens in the matter of employment and any discrimination on grounds of sex is prohibited. The Directive Principles of the State Policy further provided equal pay for equal work for both men and women. India has already ratified the two ILO Conventions concerning discrimination and equal remuneration. We have adopted an integrated approach in our country to the problem of women's employment. We feel that women's employment cannot be tackled in isolation from the related issue concerning their health, Family Planning, education and the social and economic environment in which they function. I am confident that the discussions at this conference on this

subject will lead to positive results and a concrete programme of action will emerge. I may also add that in the International Year of Youth we should give considerations to the problems of training and employment of our young men and women who have entered or entering the labour market.

Mr. President, I must refer briefly to the evil of apartheid system in South Africa which must be eliminated. My delegation would make more detailed comments at the time of adoption of the report of the committee on Apartheid. We consider that comprehensive mandatory sanctions must be applied against the racist regime and full support given to the liberation movements in South Africa as well as SWAPO.

Trade unions—society's basic key institutions

Concurring with the ILO Director General's statement that "trade unions regardless of the size, state or nature of the economy, are basic and key institutions of society," INTUC General Secretary Kanti Mehta has pointed out that the role of trade unions as instruments of social change imposes a heavy responsibility on them.

Speaking at the seventy-first session of the International Labour Conference that concluded at Geneva on June 27, Shri Kanti Mehta stated that the INTUC had all along tried to follow Gandhi's concept of industrial relations and after trying various peaceful methods of settling major industrial disputes, had come to the conclusion that voluntary arbitration was the best method for the purpose. The following is the full text of Shri Mehta's speech:—

On behalf of the Workers' delegation of India and on my own behalf, please permit me, Mr. President, to join the previous speakers in congratulating you on your election and to extend my felicitations to Mr. Grekov, Mr. Smith and Mrs. Carr on their election as Vice-Presidents. I am confident that under your able leadership the deliberation in this Conference will come to a successful conclusion.

It is in the fitness of things that the Director-General in his Report has chosen to invite discussion of developments and prospects in the field of industrial relations and tripartism. He has rightly pointed out that "the world-wide slowing of economic growth, the far-reaching changes in patterns of international trade in commodities, manufactures and services, the serious balance of payments problem, the debt crisis, the technological revolution, energy problems and high rates of inflation have all contributed in different ways to large-scale redundancies, unemployment, displacement of labour, declining incomes and real wages and deterioration in other conditions of employment". The Report endeavours to show how the institutions of industrial relations and tripartism are affected by these problems arising out of structural changes of various types and also how they can contribute to the solution of the problems stemming from such changes.

The report highlights the unprecedented challenges and problems that the world of work is faced with both in the economic and in the social progress. It rightly points out that a major challenge to the industrial relations system

and tripartism in the years to come will lie in preserving a reasonable balance between the requirements of economic necessity on the one hand and social justice on the other and in redirecting the struggle between the respective forces involved so that the prospect of bitter and open conflict gives way to joint problem solving efforts.

It must be understood, however, that such productive dialogue can succeed only if the goal is growth in equity in conditions of freedom another essential condition for success is the full involvement of workers and employers not only in the determination of terms and conditions of employment but also in broader questions of economic and social development. Only then can a proper balance be struck between equality, freedom and other human considerations of economic progress.

It was as far back as 1918 that Mahatma Gandhi saw the need for productive dialogue between the social partners in the interest of rapid economic development with social justice. He discarded the theory of class confrontation and suggested that both capital and labour should work in the interest of the community, he felt that it would be in the interest of all concerned if the differences between the social partners were resolved through orderly channels and methods. He observed that it is only through strong organisations and effective bipartite and tripartite processes that real dialogue can be promoted and was of the view that the vitality of industrial relations system will increasingly reflect the extent to which the full potential of dialogue is continually expressed and exploited. He also believed that in the long run the institutions of constructive industrial relations and tripartism are better served when they are regarded as instruments of continuing joint problem-solving rather than as occasions of confrontation.

We in the Indian National Trade Union Congress have tried to follow Gandhi's concept of industrial relations. We believe that developing economies cannot afford the luxury of strikes and lock-outs and therefore when collective bargaining fails, every effort should be made to find alternative methods of settling disputes and differences. We have therefore tried various peaceful methods of settling major industrial disputes and come to the conclusion that voluntary arbitration is the best method for this purpose. We therefore advocate strikes only as a last resort and only if more orderly and expeditious methods of settlement of disputes are not available.

Where the employers have been responsible to these methods in my country, there has been rapid social and economic progress with beneficial consequences not only to the workers concerned but also to the community as a whole. Unfortunately more publicity is given to strikes and strife and these cases of constructive industrial relations with great achievements to their credit are comparatively unknown. The ILO could render a great service by making a deeper study of these institutions and thus restore the balance.

The Report of the Director-General clearly brings out that even in developed economies there is a lot of rethinking about settling disputes through dialogue and methods other than strikes and confrontation. The Report mentions the

recent agreements in Australia and Italy. We feel that developing countries, whose economic development depends a great deal on orderly progress, can learn a lot from these agreements as well as from Japan, where they try to settle their industrial disputes in one particular month a year and settle down to serious work in the rest of the year. The ILO can disseminate such valuable information to all concerned.

The tragedy of Bhopal shows how timely was the discussion in the 1984 session of the Conference concerning the evaluation of the International Programme for the Improvement of Working Conditions and Environment (PIACT). It is a matter of shame that such tragedies are needed in order to arouse our conscience and activate us to provide a safe working environment. I hope the ILO will play a more active role not only in promoting safety at the workplace but also in providing a safe environment for those living in surrounding areas.

I am grateful to the Director-General for reaffirming that "trade unions regardless of the size, state or nature of the economy, are basic and key institutions of society". He has rightly stated that the trade unions are not only vehicles for participating in the determination of terms and conditions of employment but also a force for social justice, for human dignity, for progress and for making the voice of the working people heard in society. Without realisation and appreciation of this important role of trade unions, bipartism and tripartism cannot be effective.

The role of trade unions as instruments of social change imposes a heavy responsibility on them also. The trade union movement and the organised working class in developing countries will have to play a more effective role in the social transformation that has to take place if the problem of unemployment is to be tackled and poverty to be eradicated, it will have to play a more dynamic role to change our social structure and work for an exploitation-free society.

The organised working class in the developing countries has attained a standard of living that compares favourably with that prevailing in the unorganised sector, especially in the rural sector. Most of them still have their links with the rural areas and are aware of the problems of unemployment and poverty. They have learnt the art of organisation and are aware of the material benefits that have accrued to them as a result thereof. They are thus eminently suited for organising the rural poor. They must realise that islands of prosperity cannot last long in an occasion of poverty. It is therefore in their own enlightened self-interest that they play an active role in the organisation of landless labour, poor peasants, sweated labour, slum dwellers and other exploited sections of the population.

The trade unions in the developed countries will also have to realise that the problems of the world are becoming increasingly interdependent. They can ignore the growing disparities between nations at their own peril. For them it will not suffice to demand the application of international standards in the developing world; they will also have to help in creating conditions where can be made applicable. There are more than 800 million people in Asia, Africa and Latin

America who are living in abject poverty and in conditions which fail to meet any justifiable definition of human dignity, and their number is increasing. The number of least developed countries is also increasing. If progress is to have any global meaning, all efforts must be directed towards the eradication of poverty and the creation of employment.

It should be a matter of concern that while resources are not available for development, the annual military expenditure has exceeded US 800,000 million i.e. more than 1.5 million a minute. If the ILO and the international trade union movement are to be true to their ideals, they will have to see that the resources earmarked for engines of destruction are diverted towards the eradication of hunger and poverty.

The Director-General's Special Report on apartheid highlights the fact that in defiance of world opinion, South Africa is continuing its policy of apartheid and its occupation of Namibia. It is common knowledge that this has been made possible because of the direct and indirect support it has received from some of the developed countries. Economic sanctions, if properly applied, would have solved this problem in a peaceful manner. I hope the representatives of the workers, especially from those countries which have not applied sanctions, will play a more effective role in getting the decisions of the World Trade Union Conference on Mobilisation of Sanctions against South Africa implemented without delay.

While it is legitimate to expect the ILO to play a more effective, if not aggressive, role in the cause of peace, freedom and development, it is the organised strength of the workers that can prevent war and change the political and social structure both at the national and international levels. The workers should unite in their efforts to build a more stable and equitable international order and initiate action for peace bread and freedom both within the ILO and outside.

(Indian Workers dated 8th July 1985)

Mixed reaction of H. Naik to new textile policy

Shri Haribhau Naik, General Secretary of the INTUC led Indian National Textile Federation Workers and President of the Rashtriya Mill Mazdoor Sang, Bombay, while welcoming many of the features of the recently announced new textile policy, was very critical that the new policy made no mention of regulating the wages and other service conditions of the workers.

He particularly welcomed the features like replacement of managements of the textile units incurring continuous losses due to mismanagement, power-loom and mill sectors to be treated on par, rehabilitation scheme for displaced workers, availability of cloth at reasonable prices and reduction in duties.

In a recent talk with this correspondent, Shri Naik was, however, very unhappy over Government's policy of closing down the sick units. According to him, closure of the units would badly hit the textile workers, while at the same time encourage the employers who deliberately turn their units sick.

According to Shri Naik, the new policy in a way is antilabour and a deviation from the Industrial Policy enunciated by late Shri Jawaharlal Nehru. He was convinced that such a policy would only aggravate the unemployment problem.

Shri Naik said that the reports of the committees set up by the Reserve Bank of India, such as the high-powered Tiwari Committee, had only revealed that 50 per cent of the causes for the sickness in the textile industry are due to mismanagement, misappropriation of funds and conflicts between partners and other such factors. "Instead of exploring the right remedial measures, the Government has chosen to penalise the innocent and poor workers, while letting the employers, who are the actual culprits, get away unscathed" he lamented.

Shri Naik pointed out that the public financial institutions had invested large sums in various textile units. About Rs. 2,389 crore had already been locked up in the sick textile units, which amount had since reached to a staggering Rs. 3,179 crore in 1983. "Is the Government prepared to write off such large sums by deciding to wind up the sick units?" he asked. He asserted that it was wrong on the part of the Union Textile Ministry to say that the interests of the workers would not be in any way adversely affected by the new policy.

He also referred to the present situation in the textile industry of Bombay and said that though the Government had taken over 13 sick units in the city to hand over their management to the National Textile Corporation of Maharashtra Zone, one continued to remain under closure. Nearly 1,70,000 workers of these 13 units continued to remain jobless and were under starvation and untold hardships. For the past two years, the Government had been dragging its feet in solving their problems in terms of compensation and rehabilitation of these unfortunate workers. If this was to be the result of the Government's take over, God alone should come to the workers' rescue. "No provision to save these miserable workers has been made in the new policy," he observed.

Shri Naik was also sore that lakhs of rupees of the hard earned money of the workers collected as their contribution towards provident fund, co-operative societies, ESI scheme, etc. had been grossly misused by a section of the employers. The trade unions had all along been clamouring for the right of prosecution of such delinquent employers, but no amendment to this effect in the concerned legislations had been made so far.

Shri Naik apprehended that the new policy might embolden the unscrupulous employers to further misuse the workers' hard earned money and ultimately declared a closure of the units. He appealed for a reconsideration of the new textile policy to make it a progressive and fair one in the interest of the workers.

(Indian Worker, dated 8th July 1985)

INTUC for consulting labour at all stages

An INTUC delegation headed by its President Shri G. Ramanujam and including Shri Gopeshwar, MP, and Shri Ram Lal Thakar, Secretary on July 9 met the Union Minister for Textiles and Supplies, Shri Chandra Sekhar Singh and discussed with him several aspects of the new textile policy.

The delegation urged the Minister to convene any early meeting of the Central Advisory Council for Textile Industry for discussions on the new textile policy and measures to be taken for its implementation.

The delegation also pointed out that there was no labour representative on the expert committee which formulated the new textile policy.

The delegation further demanded that while implementing the new policy, labour must be consulted at all stages. The rehabilitation fund proposed to be created for rehabilitation and modernisation of sick mills should be administered by a standing tripartite body so that there was an effective monitoring and control over the expenditure on modernisation and rehabilitation.

The delegation wanted a standing tripartite committee to monitor and study all the units in the textile industry particularly those units with meagre profits so that preventive action against sickness can be initiated in time.

The Minister agreed with the several suggestions made by the delegation and it is expected that there will be an early meeting of the Central Advisory Council for Textile Industry. The delegation further pointed out that the offer to labour to participate in management should not be limited to sick units only whether taken over the NTC or not. As a policy it should be implemented across the Board in all the textile mills. This will help to improve the working of all the mills and bring labour to a sense of responsibility not only when the unit is sick but also during normal times.

The various textile research institutes sponsored and financed by the Government should be utilised to research on the cause of sickness of individual mills. These research institutes should be required to maintain a case sheet for each mill and follow up its working so that the Government can set in motion the necessary remedial measures.

(Indian Worker, dated 15th July 1985).

New ILO Convention on Industrial Safety

The three-week long 71st Session of the International Labour Organisation (ILO), that concluded here on June 27, echoed a major concern of Prime Minister Rajiv Gandhi, expressed in his address to a special sitting of the Conference, by taking measures to minimise occupational hazards and to safeguard safety and health of workers.

Recalling the recent gas leak disaster at Bhopal, Prime Minister Rajiv Gandhi in his address, urged international organisations like the ILO to ensure that such tragedies did not recur.

The ILO Conference adopted International Labour Convention and Recommendations that sought the promotion of occupational health services for workers.

In an intensely debated resolution the conference called for action against risks and accidents arising out of the dangerous substances and processes in industry.

The unprecedentedly high toll in human lives in Bhopal mentioned by the Indian Prime Minister was referred to by a large number of delegates. "Advanced technology was producing very dangerous substances", said the worker-delegate from Mexico, who introduced the resolution, and asked for steps to "protect not only workers but also the neighbouring environment."

The INTUC representative, Shri Raja Kulkarni, while speaking at the conference Committee on Occupational Health Services, pointed out:

"The whole world is shaken (by the Bhopal tragedy) and the people and industrial workers have started doubting the capacity of their respective industrial management and government to protect their health and lives."

The resolution which was adopted called on governments of all member states to incorporate, in consultation with workers' and employers' organisations, integrated and comprehensive policies to prevent accidents in handling of hazardous substances. The resolution also emphasised that safest possible operating and control systems and modes of transport should be provided and workers should be instructed fully.

The preamble to the resolution highlighted the basic responsibility of multinational companies, which, as to be expected, was the cause for a division between workers' and employers' representatives as well as delegates from capitalist and socialist countries. The Government member from Spain, for instance, took exception in singling out multinational companies.

This annual assembly of the tripartite international body had a record attendance of 2,000 government, employer and worker delegates and advisors from 141 member States.

(Indian Worker, dated 15th July 1985)

Stress on three essentials for collective bargaining

The main thrust of the debate on the Director General's report to the 71st Session of the International Labour Conference was on the three essential conditions for successful collective bargaining, viz., a balance of power between the negotiating parties; a sense of responsibility in the face of difficult choices such as between action against inflation and unemployment, wages and working hours; and a spirit of understanding and cooperation with confidence.

The Director General of the ILO had selected industrial relations and tripartism as the main theme of this report to the three-week long conference, that concluded here on June 27, because of its "relevance to a world in which demography, technology or profound changes in traditional values are involving societies in a process of rapid mutation.

Over 250 speakers, out of some 2,000 Government, employer and worker delegates from 141 countries, reacted to this year's report of the Director General.

Speaker after speaker highlighted the positive contributions of bipartite, agreements to problems of structural adjustment necessitated by the introduction of new technology.

Representatives of both industrialised and developing countries referred to tripartite arrangements on employment, wages, social security, taxation and labour legislation.

DG responds

Responding to the debate, the ILO Director General, Mr. Francis Blanchard asserted that policies flowing from dialogue between trade unions and employers, rather than solutions imposed through confrontation, were more than ever necessary every where, regardless of varied economic and social systems of the member states of the ILO.

Mr. Blanchard was of the firm view that equilibrium between strong and responsible workers' and employers' organisations was an essential condition for successful bargaining. "Nothing would be more damaging the workers and to the general interest than either a weakening of these organisations or, on the contrary an excess of power in either of them," he pointed out.

Fundamental principles

The Director General observed that existing mechanisms of industrial relations were called upon more than ever before and sometimes found themselves in trouble when the balance of power between the state, the employer and the worker or among the workers was disturbed. Often the climate had deteriorated and the public authorities had to intervene in collective bargaining on the plea of general interest, at times wrongly worked. The General picture, however, presented positive aspects of promise for the future, he said.

According to Mr. Blanchard, that the spirit of cooperation did not exclude divergence of views. These were, inherent among those called upon to resolve the problems concerned with the reconciliation of production and social protection. This approach had been denounced by some as "reformist". For those holding this view the class struggle was the only way forward. "I observe that this was not the view of the large majority of this conference", Mr. Blanchard declared. "On the contrary", he continued "It showed itself ready to face difficulties making greatest use of the opportunities of "collective

bargaining. In doing so the conference was confirming that adherence to the principles of economic progress social justice and freedom of association remain the fundamental principles of the organisation.

Multilateral system

Referring to the fortieth anniversary of the signing of the United Nations Charter, Mr. Blanchard drew attention to the fact that the three-week conference had once again displayed the ILO's impressive contribution to multilateral cooperation. On this occasion it had chartered a path which would help considerably to reduce the health risks arising from asbestos and in a resolution on measures to limit risks and accidents to workers arising from use of dangerous substances in the industry, it had responded to the observations made to it at the beginning of its work by Prime Minister Gandhi of India who referred to the catastrophe at Bhopal.

He felt that adoption of a Convention and Recommendation on occupational health services underscored the pre-occupation of the conference with workers' health. He was also of the view that following "difficult" discussions on controversial aspects, the Convention and Recommendations, which were sufficiently flexible to meet varying situation should be ratified and applied in a very large number of countries.

Standards

Mr. Blanchard further emphasised that standard setting would in future gain importance in the context of the developing countries taking a more active part in preparation and revision of instruments. The International Standards gave employers' and workers' organisations the possibility of acting freely on the international plane and to participate in the formulation of legislation. "We should congratulate ourselves that the workers' and employers' faith in the ILO is founded on the confidence, born out of experience, that in case of trouble the ILO can be the place of final appeal," he said.

Mr. Blanchard reiterated that the ILO was not a tribunal but an "instrument of conciliation" available to all for reducing causes of conflict and restoring social peace. Laying particular stress on preserving the ILO's universality, he recalled the tact and the care exercised throughout its history to avoid affronting national sovereignty in applying the "vigorous" precepts of the ILO constitution.

Future

In the light of the adoption of its biennial budget amounting to US \$253 million the Director General foresaw a larger role for the ILO in the field of industrial relations. The special financial assistance offered by the US Secretary of Labour, the Director General opined, had opened up the possibility of getting concerned with the activity of retraining and introduction of new technology.

Referring to the general concern about unemployment situation and the impact of international commercial, financial and monetary policies, the Director General announced that a high level technical meeting on this subject

would be held in 1986 in which ministers of labour and finance, as well as trade union leaders and international economic organisations including the UN, IMF, World Bank and GATT would be participating.

He also hoped that the Governing Body of the ILO Scheduled to meet in the spring would consider ways by which the tripartite body could assist those "who have neither protection nor work," including a large portion of the young people one thousand of whom had appealed to the organisation just before the conference.

The Director General also expected the resolution on equal opportunities for women workers, reviewing the work for the past one decade in the field to be submitted to the UN Conference at Nairobi in July this year. It was a question, he pointed out, of securing participation of women in all economic, social and political activities and solutions to these vital issues vary from country to country with different culture. He further assured that the ILO would respond to the resolution in Africa by intensifying its activities in this continent designed to promote rural employment and develop local organisation of public works and infrastructure.

New Conventions

Besides the Convention and Recommendation on occupational health services, the conference adopted another international convention aimed at helping member state utilise manpower effectively by collecting accurate data on wages, unemployment and productivity.

The Convention on Labour Statistics replaces the ILO Standard to 1938 and sets norms for regular collection of all relevant information by member Governments on their labour force, wage structure, labour costs, consumer price indices as well as household expenditure, occupational injuries and industrial disputes.

The information collected as per the convention would help formulation of policies on human resource utilisation by member states as well as in evolving a global strategy on use of human resources.

Hazards from Asbestos

The conference also laid the groundwork for a comprehensive approach to the harmful effects of exposure to asbestos dust in the form of a draft Convention and Recommendation for further discussion and adoption next year.

The draft convention seeks to outline the national laws for prevention and control of and protection of workers against health hazards such as lung diseases, lung cancer or cancer of the lining of lungs and abdomen due to occupational exposure to asbestos. It also calls for encouraging research on health problems arising out of exposure to substitute products and appreciate measures in consultation with the most representative organisations of employers and workers. Replacement of asbestos, prohibition of certain types of asbestos, statutory authorisation of certain work processes and regulation of controlled

exposure on a low level are some of the measures suggested for prevention or controlled exposure to asbestos. The employers are required to take all appropriate steps to prevent or control the release of asbestos fibres in work places.

The draft recommendation lists the measures like control and avoidance of unnecessary exposure of workers with provisions stipulating the use of this material only when its risks can be prevented or controlled, number of persons assigned to jobs involving asbestos to be kept to a minimum, use of equipment which minimises formation of respirable dust, clear demarkation of the areas of activities with asbestos and recording the location of asbestos in constructions so as to facilitate future repair or demolition without danger to workers.

(*Indian Workers, dated 15th July 1985*)

Wage boards for press staff announced

Wage boards for the working journalists and other newspaper employees were constituted on July 16 and they will submit their reports to the Union Labour Ministry within a year.

Announcing this, Union Labour Minister T. Anjiah said that the Working Journalists Act was specific that the boards would revise the wage scales.

Shri U. N. Bachawat, a retired judge of Madhya Pradesh High Court, is the Chairman of both the boards for working journalists and non-working journalists.

Despite the objection of the Indian Federation of Working Journalists to share the two seats for the employees on the board with its rival organisation, National Union of Journalists and the threat to boycott the board and seek for a tribunal, the Government seems to have taken its own decision by taking one representative each of the two organisations on the board.

Shri Meenakshi Sundaram will represent the National Union of Journalists, while the Indian Federation of Working Journalists will be represented by Shri K. M. Roy.

The others members of the wage board for working journalists are the two employer re-presentatives, Shri Basudev Ray and Shri Pratap T. Shah.

Two other persons who are independent of employers and working journalists groups will be named later. Their names have been cleared but announcement would have to await some technicalities.

The wage board for non-working journalists employees is composed of Shri Bachawat as Chairman, Smt. Sarod Goenka and Shri Kiran Ratilal Seth representing the employers and to representatives of the employees, Shri S. Y. Kohatkar and Shri M. K. Ramamurthi. The names of two remaining independent members will be announced in due course.

Shri Anjiah told reporters that constitution of the boards was facilitated by the support derived from the Prime Minister and the Cooperation extended by other agencies.

Child Labour

More than 16 million child workers between the ages of five and 15 account for an estimated 23 per cent of India's national family income. perhaps one explains why child labour is officially described as a 'harsh reality' unavoidable at the present stage of economic development. Admitting that it would be neither "feasible nor opportune" to seek a total ban, the Union Labour Ministry recent annual report stresses the urgent need to improve the often appalling conditions under which many children are forced to work. A recognition of social and economic compulsions has gradually shifted the emphasis from the ideal of liberating the emphasis from the ideal of liberation the child workers from servitude to lightening the weight of the burden. But even this compromise could prove a daunting objective. Announcing the decision to prohibit child labour in all sectors identified as being potentially hazardous to health, the Union Labour Minister, T. Anjaiah, recently admitted that the list includes various Government organisations and agencies, such as railway coal sorting units, that currently employ children. His candid admission indicated both the magnitude of the problem and the urgent need for effective remedies.

Child workers are among the most vulnerable sections of the work force, being particularly exposed to exploitation. Laws forbidding such labour in specified sectors have so far proved of little help, it is common knowledge that children are made to work in mines and at other physically demanding or hazardous occupations and a survey shows that 45,000 of the 1,00,000 workers who risk health hazards by handling chemicals in Tamil Nadu match factories are under the age of 15. A recent study of Calcutta's small scale and unorganized sectors similarly revealed that 68 per cent suffer from acute malnutrition. The nature of employment often obscures the extent and specific features of the problems. A large percentage of child labour is employed in the rural sector, beyond the reach of reliable records, let alone protective measures. Reports of children being abducted from various parts of the country to be sold into a life of virtual slavery in sweet-shops in UP and Bihar add a new dimension of horror to the continuing tragedy. Though a proposal to check abuses through deterrent penalties was suggested some time ago, relevant legislation, let alone the machinery to enforce it, has yet to be devised. The Labour Minister's recent announcement may possibly lead to some ameliorative action, but the real need is to evolve an integrated policy of education and family welfare which alone can eventually eradicate a shameful social evil that thrives on poverty.

(संस्कार विभाग नाटिका—ने १९८५ अक्टू १९३)

महाराष्ट्र शासन

औद्योगिक खात्यात—एक बुध्द जेप

महाराष्ट्र शासनाने औद्योगिक खात्यात एक बुध्द जेप तयार केले आहे. या जेपमध्ये औद्योगिक क्षेत्रातील कामगारांच्या समस्यांचे निराकरण करण्यासाठी काही महत्त्वाचे उपाय सुचविले आहेत. या जेपमध्ये औद्योगिक क्षेत्रातील कामगारांच्या समस्यांचे निराकरण करण्यासाठी काही महत्त्वाचे उपाय सुचविले आहेत. या जेपमध्ये औद्योगिक क्षेत्रातील कामगारांच्या समस्यांचे निराकरण करण्यासाठी काही महत्त्वाचे उपाय सुचविले आहेत.

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औद्योगिक क्षेत्रातील कामगारांच्या समस्यांचे निराकरण

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औद्योगिक सोयी उपलब्ध

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औद्योगिक क्षेत्रातील कामगारांच्या समस्यांचे निराकरण

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त्यामध्ये "उद्योग मित्र" या संकेतचिह्ना फारच मदत होत आहे. उद्योग विषयक जवळपास निराळ्या सत्त्वा व कार्यालयीन वातावरण बरिष्ठ अधिकाऱ्यां हे एक उदात्त दिवशा प्रत्येक जिल्ह्याला वेगळे देतात व तसेच उद्योजकांशी तसेच व्यापार उद्योग विषयक संस्थेना मर्यादित चर्चा करून त्यांचे प्रश्न स्थानिक पातळीवर तत्काळ सोडविण्याचा प्रयत्न करतात. ते उद्योजकांविषयक प्रश्न तेथील स्थानिक पातळीवर सोडविता येत नाहीत त्याबाबत राज्य सरकारला वेळीच मध्ये निवेदन देतले जातात. संबंधित अशा सर्व संस्था व कार्यालयांच्या भागात अन्वय भाषण उद्योजकांच्या गरजांचा पाठपुरावा करण्याबाबत निर्देशात्मक सूचनांच्या अद्यक्षतेखाली या यतणेचा हुरीतून उपभोग होत असल्याचे विदुष्य येते. न्याय भाषणांच्या अन्वयानेच भाषण पातळीवरील भाषणांच्या वेळीच धोरणाविषयक बाबीमध्ये अन्वय घडून आणता येतो. जिल्हा उद्योग कडामध्ये एक स्वतंत्र कक्षा उभारणे, उद्योजकांशी हवी असलेले परवाने ना हरकत प्रमाणपत्रे वगैरे सोप्यासा संबंधित कार्यालयांकडे पाठवण्यात येऊन त्यांचे उद्योग यशस्वीरीत्या चालू प्रकारे गुण करता येणे यासाठी एक कक्ष उघडण्यात येत आहे.

महाराष्ट्राच्या औद्योगिक विकासाचा टळक वैशिश्ट्येवर आलेली आहेत. आता आकाश-वाऱ्यांच्या दृष्टीकोणातून पहावयाचे झाल्यास या संचालनालयांकडे उपलब्ध असलेल्या माहितीच्या आधारे अस भांगता येईल की, १९६०-६१ मध्ये ४८६० उद्योग उभारण्यात आले. नोंदणी झाली होती तर आता केवळ १९८५ अखेर १,००,१८८ इतक्या उद्योगांचे नोंदणी झालेली आहे या नोंदणी झालेल्या घटकांमध्ये एकूण गुंतवणूक २४,५२४ कोटी इतक्या उभारण्यात आली आहे. यातून १५,६२३ कोटी इतक्या व्ययक्तित्वा रोजंदार मिळत आहे. तसेच अंदाजे औद्योगिक उत्पादनात ३,३३,५४९ कोटी इतक्याचा अंदाज आहे.

औद्योगिक (विकास व नियमन) कायदा, १९५१ नुसार महाराष्ट्र राज्यामध्ये १९५१-५२ साली फक्त ५०६ उद्योगक घटकांना कंत्र वासनातने औद्योगिक परवाने दिले होते तर १९८४ अखेर एकूण ४५५० औद्योगिक घटकांना परवाने मिळाले आहेत. तसेच गेल्या तीन वर्षांमध्ये एकूण ४०६ परवाने महाराष्ट्रातील उद्योग घटकांना दिले गेले. त्यापैकी अतिक्रमिता भागात १९८३-८४ मध्ये विकसनशील भागात २५४ परवाने देण्यात आले. या क्षेत्रात याच कालावधीमध्ये जो एकूण ५०७ अनुज्ञापत्रे देण्यात आली त्यापैकी ५५८ अतिक्रमिता भागात व १५९ विकसनशील भागात देण्यात आली आहेत.

कारखान्याच्या संकेत वाढ

उत्पन्न असलेल्या अद्यावत माहितीप्रमाणे उद्योग घटकांवर वार्षिक सर्वेक्षणानुसार नोंदणकृत कारखान्यांच्याबाबत असे सांगण्यांत येईल की, १९६०-६१ मध्ये फक्त ३४८२ कारखान्यांची नोंद झाली होती. तर १९८२-८३ अखेर एकूण २०,३४२ कारखाने नोंद झालेले आढळतात. ही वाढ अंदाजे २२५ टक्के आहे. याच कालावधीमध्ये उद्योगात प्रत्यक्ष कारणां-मूत झालेली गुंतवणूक ५४३ कोटीवून ८४०३ कोटी रुपयांपर्यंत वाढविल्याचे विदुष्य येते.

महाराष्ट्र शासनाने १९८३ मध्ये एकूण ४८ ठिकाणच्या औद्योगिक वसाहतींना मान्यता देऊन आहे. त्यापैकी ज्या ठिकाणच्या वसाहतीमध्ये उत्पादनात सुधारणा झालेली आहे त्यांचाच फक्त विचार करता १९८३-८४ अखेर एकूण २८६४ कारखाने सुरू झालेले आहेत व त्यांमध्ये काम चालू असलेल्या कारागिरांचा सख्या ४२२३० असल्याचे अंदाज.

नियतीच्या बाबतीत महाराष्ट्र राज्य असेच असून उपलब्ध माहितीनुसार १९६०-६१ व १९८३-८४ या दोन्ही दशांच्या एकूण निर्यातीमध्ये महाराष्ट्राचा वाटा १६ टक्के इतका होता. तो आता अगदी ३० टक्के इतका झालेला आहे. महाराष्ट्राच्या काळांमध्ये ३० टक्के इतका वाढल्याचे विदुष्य येते. निर्यातीच्या बाबतीत महाराष्ट्राला आता महाराष्ट्राच्या एकूण निर्यातीमध्ये या क्षेत्राच्या निर्यातीची वाढ ५३ टक्के इतकी आहे. महाराष्ट्राच्या निर्यातीमध्ये लघु उद्योग क्षेत्रात उत्पादनात झालेल्या निर्यातीत झालेल्या वाढीचा अंदाज १२ टक्के इतका आहे.

(माहिती व जन्मपत्रे महामन्त्रालयाच्या दिनांक ३-८-८५)

Articles, Reports, Enquires, etc.

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

Workers Participation in Management —NTC experience

Workers' participation in management, codetermination or self-management are all concepts designed to promote a sense of belonging and involvement among the managerial personnel and involvement among the managerial personnel and workers and develop a climate of fraternity in the employer-employee relationship in running an industrial or commercial enterprise. However, it is also recognised that the participative for at different levels are not to be used for collective bargaining, which in essence, means that workers participation in management should operate in certain well defined areas in the conduct of a undertaking.

Subject of wide discussions

In India, the concept of workers participation in management has been a subject of very wide discussions for the past few decades and yet it continues to remain undefined with accuracy. The main idea underlying the concept is enthusiastic involvement of the workers in an undertaking as equal partners. It is not confined to mere sharing of information, but also extends to giving workers the right of say and participation in the management of the undertaking at all levels. It is industrial democracy in operation.

The realisation that they are not mere hired labour, but enjoy the right of say in the running of the enterprise will automatically urge the workers to take abiding interest in its prosperity by learning more about their place of work in all its aspects and get intimately associated with its multifarious activities. Such a climate has no room to the age-old master to servant attitude on the part of the employers. This is giving concrete shape to Gandhiji's theory of trusteeship in employer-employee relationship. Workers participation in management will usher in harmony in industrial relations and lead to higher production and productivity to the prosperity of the enterprise, the employer, the workers, the community and the nation as a whole.

Workers participation in management will develop among the workers and the managerial personnel a sense of belonging and partnership as to egg them on to get intimately involved in the fortunes of the industry in which they are engaged. No longer will a worker consider himself as a member of the warring camp out to wrest more concessions, benefits and advantages from an unwilling employer. He will deem himself to be a creative participant and will want to be associated with all innovative activities contributing to the furtherance of the industry. He will give out his best to the industry driven by an urge to make himself more useful as a willing partner, instead of continuing to be discontented, disinterested and unwilling hired labourer. The traditional conception of employer-employee relationship will undergo a drastic change with the change in the thinking and practices in the new environment.

considerable progress has been made all over the world in the sphere of giving the workers of sense of participation in management, whether in a manufacturing establishment or a service oriented organisation. Even in countries where the trade unions were opposed to the concept as it was considered that collective bargaining itself was in effect participation, there has been considerable change in attitude and approach to the concept. Some countries have gone to the extent of giving constitutional backing to industrial democracy and providing statutory instruments to translate constitutional obligations into operational measures.

The choice of the system from among the many practiced in different countries, be determined in the light of the participative arrangements which the employer and workers agree to have as well as the social and political will to make the effective operation of such an arrangement. In India, the system is worked at different levels such as works committee at the floor level, joint councils at the plant level and participation at the decision making board level. The functions which may be broadly classified as consultative and advisory could easily be conceived of through works committees or joint councils. Participative for exist in several other countries with varying degrees of success. However, when it comes to the choice of workers' representatives to sit on the board of management, a different modality is needed depending on the social, economic and political environment that has a bearing on industrial relations as well.

Constitutional backing

In India, the workers' right to participate in management has since secured constitutional backing with the inclusion of workers participation in the management of industry as one of the Directive Principles of the State Policy. The mere inclusion of this concept in the list of Directive Principles of the State Policy does not go to say that the participation of the workers in management has been fully achieved in practice. A Directive Principle of the State Policy should necessarily have legislative sanction. But participation or joint consultation being dependent mainly on human relations, it has to grow and thrive without any third party intervention. Human regulated through the authority of the state or other agencies with statutory backing. The prime need is an intellectual and psychological change to promote mutual understanding and co-operation between the two partners in industry free from any coercion or compulsion.

The concept of workers participation in management attracted the attention of a handful of employers in the private sector even during the pre-independence period. But its wider adoption could be witnessed only after independence. The first official effort in this regard was shortly before freedom with the enactment of the Industrial Disputes Act, 1947. The Act made it obligatory for all establishments employing 100 workers or more to set up works committees to attend to day-to-day problems at work places and to promote harmonious industrial relations.

benefits and concession to the workers. For instance, the house rent being paid to the textile workers employed in the units of NTC at denied to the workers engaged in the NTC units situated in the rural areas in the same Maharashtra State. So also is the case of the industry-wise annual bonus.

Effective implementation of the scheme of workers participation in the units will gain further impetus by formulating uniform policies on all activities of the corporation which will prepare the ground for harmonious industrial relations workers participation in management along with uniform policies will usher in a comparatively ideal industrial relations there by contributing to the prosperity of the industry and to the betterment of the workers of living. This will also ensure improved quantity and quality of production. It is ultimately the responsibility of both the trade unions and the management to jointly strive for the meaningful implementation of the scheme to its laudable objectives.

(*Indian Worker*, dated 29th July 1985.)

The success of workers participation in management is also dependent upon the quality of leadership and skill of the workers. The workers will be very keen on the success of the unit largely for economic progress. Therefore, greater emphasis is being laid on education and training of workers with a view to enable them understand and exercise responsibilities as well as to equip them to take increasing share in the working of the industry through effective participation.

The scheme of workers participation in management has been undergoing periodic changes in the light of the experience gained over the years. It is worth noting the scheme to be implemented by the unit under consideration. However, it can be said that a participative management system has been evolved over the years in the public enterprises. In addition, the study group has also studied in detail all the participative arrangements, including in the National Textile Corporation (NTC) which has already completed just one year of its experiment. The study group set up by the Union Ministers of Industry in 1979 had recommended that there should be workers participation in management at all levels on the basis of equal representation. It is to be noted that the Government has been developing various schemes among the workers for efficient and effective participation in management. Several educational programmes and training courses have been designed in this context. The Government should not, therefore, hesitate to give effect to the recommendations of the study group.

Though there was nothing built up in the mind about the improved performance of the NTC initially, of late there has been significant and positive differences on the part of NTC and its subsidiaries. Their contribution to the country's total production of yarn and fabric is significant. The Yarn production was increased by 14 per cent last year, while the increase in cloth production was by about 19 per cent during the same period. The labour utilisation reached 72 per cent, a significant improvement compared to 64 per cent capacity utilisation earlier. It is also claimed that the export performance of NTC has been improving year after year as it makes its goods for a large market despite the cut-throat competition from other countries. Through modernisation the NTC has been able to upgrade its products and successfully compete in the international market.

It is therefore surprising that year after year the balance sheet of NTC shows nothing but loss. NTC has come to be characterised as an enterprise of losses. It is only this year, the NTC has shown a pre-tax profit of hardly Rs. 2.8 crores as against the loss of Rs. 1.37 crores last year. It is here that the workers will like to take a deeper interest since their future is directly linked to the financial prosperity of the Corporation. They should therefore be allowed to effectively participate at all levels of management.

For the success of workers participation in management on NTC, the prime condition is a uniform policy on industrial relations, as in respect of conditions of service of the employees on the acceptable principle of region-cum-industry parity. It has been the experience in the NTC here is discrimination in extending

Gist of Important Notifications under Various Labour Laws

I. BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(4) *Amendments under the Act.*—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso to Section 4 of the said Act, amended Schedule II to the said Act, as follows namely :—

For the existing entry in column No. 3 against entry No. 285 the following entry shall be substituted.

“Sections 10, 11, 14, 15, 16, 18, 33 and 63 subject to the conditions that—

(i) The employees concerned are not required to work for more than 48 hours in a week.

(ii) The spread-over shall not exceed 12 hours in any day.

(iii) The employees are granted one day holiday in a week without making any deduction from their wages on account thereof.

(iv) If any employees is requested to work in excess of 48 hours in a week, he shall be paid in respect of overtime work, (which shall be noted in prescribed register) wages, at the rate not less than that prescribed in section 63 of the said Act.”

(Vide Govt. Notification Industries, Energy and Labour Department No. BSE-1684/CR-900/Lab-9, dated 15th February 1985, published in *M.G.G.*, Part I-L, dated 6th June, 1985 at page No. 2119.)

(2) The Govt. of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by proviso to section 4 of the said Act, amended schedule II to the said Act, as follows namely—

In the said Schedule II to the said Act, in entry No. 326, in column 2, after entry No. 325, the following entry shall be added, namely :—

“326—Computer Section of the Western India Erectors Limited, Sahyadri Sadan, Tilak Road, Pune 411 030. Section 13, subject to the condition that— (1) the Computer Section shall not be opened earlier than 6-00 a.m. and closed later than 10-00 p.m.

(Vide Govt. Notification Industries, Energy and Labour Department No. BSE-1488/CR-833/Lab-9, dated 14th March, 1985, published in *M.G.G.*, Part I-L, dated 4th June, 1985, at page No. 2119.)

(3) The Govt. of Maharashtra Industries, Energy and Labour Department, has in exercise of the powers conferred by the proviso to section 4 of the Act, amended Schedule II to the said Act, as follows namely :—

In the said Schedule II to the said Act, in entry No. 327, in column 2, after entry No. 326 the following entry shall be added, namely :—

“327—4 branches of Kirloskar Consultants Limited, situated at— Section 13(1) subject to the Condition that these 4 Branches of the said Establishment will not be opened earlier than 8-00 a.m.

(1) 917/19-A, Ganeshwadi, Shivaji Nagar,, Pune 411 005.

(2) 754/104, Deccan Gymkhana Road, Shivaji Nagar, Pune.

(3) Shirole Building, Shivaji Nagar, Pune.

(4) 1219, Paranjpe Road, Shivaji Nagar, Pune.

(Vide Govt. Notification Industries, Energy and Labour Department, No. BSE-1484/CR-967/Lab-9, dated 14th March, 1985, published in *M.G.G.*, Part I-L, dated 6th June, 1985, at page No. 2120.)

(4) The Govt. of Maharashtra Industries, Energy and Labour Department, has in exercise of the powers conferred by the provision to section 4 of the Act, amended Schedule II to the said Act as follows namely—

In the said Schedule II to the said Act, in entry No. 325, in column 2, after entry No. 324 the following entry shall be added, namely :—

“325—Sale Counter Section, section of Messrs. Central Camera Co. Ltd., Dadabhai Nauroji Road, Fort, Bombay 400 001. Section 18(i) subject to the condition that— (i) the employees concerned shall be granted one day holiday in a week without making any deduction from their wages.

(ii) the employer shall not keep open the other parts of the establishment on Sundays except Sale Counter Section situated in front show-room.

(iii) no female employee should be called on duty on Sundays.

(Vide Govt. Notification Industries, Energy and Labour Department, No. BSE-1484 CR-971/Lab-9, dated 13th March, 1985, published in *M.G.G.*, Part I-L, dated 6th June, 1985 at page No. 2120.)

(5) The Govt. of Maharashtra Industries, & Energy and Labour Department has in exercise of the powers conferred by the proviso to Section 4 of the Act amended Schedule II to the said Act as follows namely—

In the said Schedule II to the said Act, in entry No. 323, in column 2, after entry No. 322 the following entry shall be added, namely :—

“323. 32-Franchise Shops as per list below where the products prepared by Messrs. Monginis, Bombay are sold. Section 18 subject to the conditions that— (i) No employee shall be required or allowed to work for more than 9 hours in a day or 48 hours in a week and

(ii) Every employee shall be given one day holiday in a week without making any deductions from his wages on account thereof.”

Names and Address of the Shops—

(1) Marita Caterers, Hemkund No. 2, Water Field Road, Bandra, Bombay 400 050.

(2) Lovelina Enterprises, S. V. Road, Next to Post Office Andheri (West), Bombay 400 058.

(3) Messrs. Crystal Enterprises, Vishal Shopping Centre, Andheri (East), Bombay 400 069.

(4) President Enterprises, Casaluna, L. J. Road, Mahim, Bombay 400 016.

(5) Kwalaty Stores, Shop Nos. 1 & 2, opp. Agar Bazar Market, Dadar, (West), Bombay, 400 028.

(6) Rungtas Pvt. Ltd., 6, Empress Mahal, Khodadad Circle, Dadar T. T., Bombay 400 014.

(7) Dreamland Stores opp. Gurukrupa Hotel, Sion, Bombay 400 022.

(8) H. K. Enterprises, Station Road, Santacruz (West), Bombay 400 054.

(9) 'Z' Sons Enterprises, Golden Arch Co-op. Society, Kalina Church Road, Kalina, Bombay 400 029.

(10) Harish Enterprises, 19, Devraj Building, S. V. Road, Goregaon, (West), Bombay 400 062.

(11) A. R. Enterprises, Maharaja Apartment, opp. Telephone Exchange, S. V. Road, Malad, Bombay 400 064.

(12) Amore-Mio Goyal Shopping Centre, S. V. Road, opp. Railway Station, Borivali (West).

(13) Sonal Traders, opp. Dena Bank, Daloi Road, Kandivali (West).

(14) Sweety Salty, Shiv Shopping Centre, Shop No. 3, Between 4 & 7 Bungalows, Andheri (West) Versova.

- (15) Bharat Traders, Shop No. 504, Crawford Market, Bombay 400 001.
 - (16) Dayanand Stores, Chinoy Mansion, opp. St. Stephen Church, Junction at Warden Road, Bombay 400 036.
 - (17) Jubilee Stores, 53, Clare Road, Byculla, Bombay.
 - (18) En-dee Enterprises, Laxmi Palace, Shop No. 7, R. B. Mehta Road, Ghatkoti, Bombay.
 - (19) Vinyak Enterprises, Opp. Mulund Station, Mulund (East), Bombay.
 - (20) Elegant, Shivaji Park, Near Railway Station, Thana (West).
 - (21) Saifee Enterprises, Opp. Police Station, Lamington Road, Bombay.
 - (22) Mehraj Enterprises, Kakad Arcade, Opp. Liberty Cinema, Bombay.
 - (23) A. G. Rangwala Sons, Near Jama Masjid, Zaveri Bazar, Bombay.
 - (24) M. K. Enterprises, Opp. Diamond Godown, Sion-Chembur Road, Chembur Bombay 400 071.
 - (25) Sahakari Bhandar (Monginis Cake Counter), Juhu Scheme, Vile Parle (West), Bombay 400 054.
 - (26) Sahakari Bhandar (Monginis Cake Counter), opp. Bandra Station, Bombay.
 - (27) Sahakari Bhandar (Monginis Cake Counter), Opp. Regal Cinema, Colaba, Bombay 400 005.
 - (28) Sahakari Bhandar (Monginis Cake Counter) Near Arora Cinema, Nathalal Parekh Marg, Matunga, Bombay 400 019.
 - (29) Akbarallys (Monginis Cake Counter), S. V. Road, Santacruz, Bombay.
 - (30) Akbarallys (Monginis Cake Counter), V. N. Road, Fort, Bombay 400 001.
 - (31) Akbarallys (Monginis Cake Counter), Sir P. M. Road, Fort, Bombay 400 001.
 - (32) Akbarallys (Monginis Cake Counter), Jaswant Baug, Opp. Vijay Talkies, Sion-Chembur Road, Chembur, Bombay 400 071.
- (Vide Govt. Notification Industries, Energy and Labour Department No. BSE-1484/75040/812/Lab-9, dated 14th February, 1985, published in M. G. G., Part I-L, dated 20th June, 1985, at page Nos. 2158 to 2159).

II. MINIMUM WAGES ACT, 1948

DECLARATION OF SPECIAL ALLOWANCE UNDER THE—

(1) *Engineering.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of special allowance (Cost of living allowance payable) (3)
1	I	Rs. 13.42 per day.
2	II	Rs. 13.42 per day.
3	III	Rs. 13.42 per day.
4	IV	Rs. 13.42 per day.

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

(Notification No. MWA/SPL/Engineering, dated 13th May 1985, Published in M.G.G., Part I-L, dated 6th June 1985, pages 2121 to 2123).

(2) *Rubber Manufacturing Industry.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the special living allowance payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Zones (1)	Amount of Special Allowance (cost of living allowance payable) (2)
State of Maharashtra	Rs. 12.81 per day.

(Notification No. MWA/SPL/Rubber Manufacturing Industry, dated 13th May 1985, Published in M.G.G., Part I-L, dated 6th June 1985, pages 2124 to 2126).

(3) *Paper and Paper Board Manufacturing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) Payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial (1)	Zones (2)	Amount of Special Allowance (cost of living allowance payable) (3)
1	I	Rs. 140.40 per month.
2	II	Rs. 140.40 per month.

Explanation.—For this purpose of the Notification, Zones I, and II shall respectively means Zones I and II, formed for the purpose and shown in the Notification, Industries, Energy and Labour Department, No. MWA. 5683/5570/LAB-7, dated 15th October 1983.

(Notification No. MWA/SPL/Paper and Paper Board Manufacturing, dated 13th May 1985, published in M.G.G., Part I-L, dated 6th June 1985, pages 2127 to 2129).

(4) *Cloth Dyeing and Cloth Printing.*—The Deputy Commissioner of Labour (Rural Wing & Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to the employees employed in the said scheduled employment in the areas mentioned in column (2) of Schedule III appended hereto in relation to three months commencing on the 1st day of April 1985 at the rates mentioned in column (3) of the said Schedule III.

SCHEDULE III

Serial No. (1)	Zones (2)	Amount of Special Allowance (cost of living allowance Payable) (3)
1	I	Rs. 392.00 per month.
2	II	Rs. 392.00 per month.

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

(Notification No. MWA/SPL/Cloth Dyeing and Cloth Printing, dated 13th May 1985, published in M.G.G., Part I-L, dated 6th June 1985, pages 2130 to 2132.)

(5) *Cinema Exhibition Industry.*—The Deputy Commissioner of Labour (Rural Wing and Enforcement), Bombay in exercise of the Powers, conferred on it, has declared the Special allowance (cost of living allowance) payable in addition to the basic rate of wages to employees employed in the said scheduled employment in the areas mentioned in column (1) of Schedule III appended hereto in relation to three months commencing on the 1st day April 1985 the rates mentioned in column (3) of the said Schedule III.

SCHEDULE—III

	Zones	Amount of special allowance (Cost of living allowance payable).
(1)	(2)	(3)
1	I	Rs. 292.00 per month.
2	II	Rs. 292.00 per month.
3	III	Rs. 292.00 per month.
4	IV	Rs. 189.80 per month.
5	V	Rs. 189.80 per month.

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

(Notification No. MWA SPL Cinema Exhibition Industry dated 13th May 1985, published in M.G.G., Part I-L, dated 6th June 1985, page 2133 to 2135)

III. EMPLOYEES' PROVIDENT FUNDS AND MISCELLANEOUS PROVISIONS ACT, 1952

(4) *Exemptions under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 17 of the said Act, subject to the conditions specified in the original notification, exempted Messrs. Hindustan Diamond Co. Ltd., Atlanta, 15th floor, Nariman Point, Bombay 400 021 from the operations of the Employees Provident Fund Scheme, 1952 for a period of three years from the date of issue of the Notification.

(Vide Government Notification, I.E.&L.D. No. EPF. 1185/(9629), dated 8th February 1985, published in M.G.G., Part I-L, dated 20th June 1985, at pages Nos. 2155 to 2157).

IV—INDIAN BOILERS ACT, 1923

(4) *Exemptions under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (2) of section 34 of the said Act, exempted the boiler bearing No. MR-9431 belonging to the Herdillia Chemicals Limited, Thane Belapur Road, Turbhe, Thane 400 0613 from the operation of clause (c) of section 6 of the said Act, for the period of 15 (fifteen) days from the 30th March 1985 to 13th April, 1985 (both days inclusive).

(Vide Government Notification, Industries, and Labour Department No. IBA-1085/68049 1271 Lab-9, dated 30th March 1985, published in M.G.G., Part I-L dated 20th June, 1985 at page No. 2159).

Consumer Price Index Numbers for Industrial workers
for June 1985

CENTRE BOMBAY

A rise of 9 points.

In June 1985 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 to 100 was 650 being 9 points higher than that in the preceding month as the index relates to the standard of life ascertained during the year 1958-59 family living survey at the Bombay Centre.

The index number for the Food group increased by 8 points to 712 due to a rise in the average prices of fish-fresh, milk, dry chillies and vegetables and fruits sub-group.

The index number for the Pan, Supari and Tobacco etc. group increased by 10 points to 747 due to a rise in the average prices of supari and bidi.

The index number for the Fuel and Light group increased by 12 points to 847 due to a rise in the average prices of firewood, El.-charges and match, box.

The index number for housing remained steady at 185 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 3 points to 603 due to a rise in the average prices of saree and shirting.

The index number for the miscellaneous group increased by 13 points to 521 due to rise in the average prices of hair oil barbar charges, laundry charges washing soap and tailoring charges.

CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (NEW
SERIES) FOR BOMBAY CENTRE

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		May 1985	June 1985
I-A. Food	57.1	704	712
I-B. Pan, Supari, Tobacco, etc.	4.9	737	747
II. Fuel and Light	5.0	835	847
III. Housing	4.6	185	185
IV. Clothing, Bedding and Foot -Wear	9.4	600	603
V. Miscellaneous	19.0	508	521
Total	100.0	641	650
Consumer Price Index Number	....	641	650

*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of Labour Gazette, For Errata (see) page 367 of January 1966 issue.

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

CENTRE SOLAPUR*

626—A rise of 4 points.

In June, 1985 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 626 being 4 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group increased by 6 points to 1673 due to a rise in the average prices of rice, wheat, grandal, dry chillies and onions.

The index number for the pan, supari and tobacco etc. group remained steady at 614.

The index number for the Fuel and Light group remained steady at 740.

The index number for housing remained steady at 273 being a six monthly item.

The index number for clothing, bedding and footwear remained steady at 619.

The index number for the miscellaneous group remained steady at 478.

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

(Average prices for the calendar year 1960=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		May 1985	June 1985
IA. Food	63.0	667	673
IB. Pan, Supari, Tobacco, etc.	3.4	614	614
II. Fuel and Light	7.1	740	740
III. Housing	5.2	273	273
IV. Clothing, Bedding and Footwear	9.0	619	619
V. Miscellaneous	12.3	478	478
Total	100.00		
Consumer Price Index Number		622	626

*Details regarding the scope and method of compilation of the index may be seen on pages 607 to 613 December 1963 issue of *Labour Gazette*. For Errata (see) page 897 of January 1966 issue.

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

CENTRE NAGPUR*

616—A rise of 2 points

In June, 1985 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 616 being 2 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group remained steady at 654.

The index number for the pan, supari and tobacco etc. group increased by 76 points to 695 due to a rise in the average prices of pan leaf and supari.

The index number for the fuel and light group remained steady at 923.

The index number for housing remained steady at 327 being a six monthly item.

The index number for clothing, bedding and foot-wear group decreased 3 points to 1637 due to a fall in the average price of shirting only.

The index number for the miscellaneous group decreased by 1 point to 458 due to a fall in the average price of earthenware only.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		May 1985	June 1985
IA. Food	57.2	654	654
IB. Pan, Supari, Tobacco, etc	3.8	619	695
II. Fuel and Light	5.7	923	923
III. Housing	6.6	327	327
IV. Clothing, Bedding and Footwear	10.9	640	637
V. Miscellaneous	15.8	459	458
Total	100.0		
Consumer Price Index Number		614	616

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

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

CENTRE PUNE*

589—A rise of 1 Point.

In June, 1985 the Consumer Price Index Number for Industrial Workers (1961=100) for Pune Centre with base year 1961 equal to 100 was 589 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the food group remained steady at 646.

The index number for the fuel and light group remained steady at 797.

The index number for housing remained steady at 149 being a six monthly item.

The index number for clothing and foot-wear group increased by 13 points to 589 due to a rise in the prices of dhoti saree and coloured popline.

The index number for the miscellaneous group increased by 1 point to 506 due to a rise in the average prices of supari and lifebuoy.

CONSUMER PRICE INDEX NUMBERS FOR WORKING
CLASS FOR PUNE CENTRE
(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		May 1985	June 1985
I. Food	55.85	646	646
II. Fuel and light	6.89	797	797
III. Housing	6.65	149	149
IV. Clothing and Footwear	10.31	576	589
V. Miscellaneous	20.30	505	506
Total ..	100.00	....	....
Consumer Price Index Number ..		588	589

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

JALGAON CENTRE*

rise of 5 Points

In June 1985 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 589 being 5 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the food-group rise by 8 points to 631 due to a rise in the average prices of rice gramdal, moongdal, fish fresh, dry chillies, vegetables, sugar and gur.

The index number for the Fuel and Light group remained steady at 720.

The index number for housing remained steady at 188 being a six monthly item.

The index number for the clothing, and foot-wear group remained steady at 603.

The index number for the miscellaneous group increased by 4 points to 516 due to a rise in the average prices of supari (mangalori) and washing soap.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS
FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		May 1985	June 1985
I. Food	60.79	623	631
II. Fuel and Light	7.20	720	720
III. Housing	6.11	188	188
IV. Clothing and Footwear.	10.29	603	603
V. Miscellaneous.	15.61	512	516
Total	100.00		....
Consumer Price Index Number ..	....	584	589

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

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

NANDED CENTRE*

651—A rise of 8 Points

In June 1985 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Nanded Centre with base January to December 1961 equal to 100 was 651 being 8 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increased by 12 points to 697 due to a rise in the average prices of rice, wheat, turdal, musurdal, goat meat, beef, turmeric, dry-chillies, tamarind, vegetable fruits and gur.

The index number for the Fuel and Light group remained steady at 801

The index number for housing remained steady at 386 being a six monthly item.

The index number for the clothing, and foot-wear group remained steady at 557

The index number for the miscellaneous group increased by 5 points to 565 due to a rise in the average prices of Supari only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		May 1985	June 1985
I. Food	61.46	685	697
II. Fuel and Light	5.88	801	801
III. Housing	4.62	386	386
IV. Clothing, bedding and Foot-wear	12.22	557	557
V. Miscellaneous	15.82	560	565
Total	100.00		
Consumer Price Index Number		643	651

*Details regarding the scope and method of compilation of the index will be found on Pages 1107 to 1112 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 of base 1961=100 should be multiplied by the linking factor viz. 2.15.

AURANGABAD*

641—A fall of 12 points

In June 1985 the Consumer Price Index Number for Industrial Workers (1961 = 100) for the Aurangabad Centre with base year 1961 equal to 100 was 641 being 12 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Aurangabad Centre.

The index number for the food-group decreased by 22 points to 699 due to a fall in the average prices of rice, wheat, jowar, turdal, Oils and fats, sub group dry-chillies, vegetables and banana.

The index number for the fuel and light group increased by 5 points to 789 due to a rise in the average price of match box.

The index number for housing remains steady at 326 being a six monthly item.

The index number for clothing and foot-wear group increased by 19 points to 612 due to a rise in the prices of long cloth and coloured poplin

The index number for the miscellaneous group remained steady at 526.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Number	
		May 1985	June 1985
I. Food	60.72	721	699
II. Fuel and Light	7.50	784	789
III. Housing	8.87	326	326
IV. Clothing and Footwear	9.29	593	612
V. Miscellaneous	13.62	526	526
Total	100.00		
Consumer Price Index Number		653	641

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944=100. the new index number on base 1961=100 should be multiplied by the linking factor viz 2.27

(G.C.P.) Ra 4423—5 (540—10-85)

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from July 1984 to June 1985 are given in the following table :—

TABLE

Month	Base	*Base
	1960=100	1949=100
1	2	3
July 1984	585	711
August 1984	586	712
September 1984 ..	589	716
October 1984 ..	592	720
November 1984 ..	595	723
December 1984 ..	588	715
January 1985	588	715
February 1985 ..	585	711
March 1985 ..	586	712
April 1985	594	722
May 1985	600	729
June 1985	606	737

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

THE SYSTEM OF DERIVING THE CONSUMER PRICE INDEXES IN ORDER TO BE USED FOR THE PURPOSES OF THE VHS GROUPS FOR BENCH CENTRES OF STATE/UTTERAS IS AS FOLLOWS FOR THE MONTHS JULY 1984 TO JUNE 1985

Centre	Base	Food	Fuel, electricity and light	Clothing, footwear, etc.	Housing	Miscellaneous	Cultural, educational and recreation	Communication	Health	Transport	Other	New Index		Old Index	
												1960=100	1949=100	1960=100	1949=100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Bombay	1960-100	712	747	817	185	603	521	650	2846	641	2846	641	2846	641	2846
Bhopal	1960-100	673	614	740	273	610	478	626	2391	622	2391	622	2391	622	2391
Bhubaneswar	1960-100	654	695	923	321	637	458	616	3216	614	3216	614	3216	614	3216
Bikaner	1960-100	646	646	697	149	589	506	589	588	588	588	588	588	588	588
Bilaspur	1960-100	631	631	720	188	603	516	589	3116	584	3116	584	3116	584	3116
Bombay	1960-100	607	607	801	386	55	565	651	1595	643	1595	643	1595	643	1595
Bombay	1960-100	699	699	789	326	612	526	641	121	653	121	653	121	653	121

Note: - For getting the equivalent Old Index Numbers the new Index Numbers may be multiplied by the linking factors mentioned below for respective centres as follows :—

- BOMBAY : 1.41 SHOLAPUR : 3.82 NAGPUR : 1.5.22
- BALGAON : 5.21 NANDED : 2.45 AURANGABAD : 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MAY 1985

Industrial Courts, Tribunals and Labour Courts

In all 2 185 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under :—

Serial No.	Name of the Industrial Court/Tribunal and Labour Court	No. of applications, etc received during the month under the—			Total
		B.I.R. Act, 1946 3	I.D. Act, 1947 4	Other Acts. 5	
1	2	3	4	5	6
I. Industrial Court/Tribunals—					
1	Industrial Court, Bombay ..	27	..	118	145
2	Industrial Tribunal, Bombay ..	..	33	..	33
3	Industrial Court, Nagpur ..	..	..	12	12
4	Industrial Tribunal, Nagpur ..	..	..	..	..
5	Industrial Court, Pune ..	1	..	17	18
6	Industrial Tribunal, Pune ..	..	8	..	8
7	Industrial Court, Thane ..	1	..	41	42
8	Industrial Tribunal, Thane ..	..	5	..	5
9	Industrial Court, Kolhapur ..	..	..	4	4
10	Industrial Tribunal Kolhapur ..	..	..	..	..
11	Industrial Court, Amravati ..	..	..	15	15
12	Industrial Tribunal, Amravati ..	..	..	..	..
13	Industrial Court, Nashik ..	..	..	26	26
14	Industrial Tribunal, Nashik ..	..	..	..	..
15	Industrial Court, A'bad ..	..	..	73	73
16	Industrial Tribunal, A'bad ..	..	..	..	..
Total ..		29	46	306	381
II. Labour Courts—					
1	Labour Court, Bombay ..	156	228	252	636
2	Labour Court, Pune ..	5	87	32	124
3	Labour Court, Nagpur ..	15	133	144	292
4	Labour Court, Thane ..	10	13	77	100
5	Labour Court, Kolhapur ..	3	7	18	28
6	Labour Court, Solapur ..	3	26	70	99
7	Labour Court, Akola ..	..	2	20	22
8	Labour Court, Nashik ..	..	9	12	21
9	Labour Court, Aurangabad ..	..	9	19	28
10	Labour Court, Dhule ..	..	78	9	87
11	Labour Court, Sangli ..	10	8	56	74
12	Labour Court, Amravati ..	..	13	26	39
13	Labour Court, Jalgaon ..	13	11	96	120
14	Labour Court, Bhandara ..	..	24	15	39
15	Labour Court, Ahmadnagar ..	..	15	16	31
16	Labour Court, Latur ..	..	25	39	64
Total ..		215	688	901	1804

Wage Boards—No references was received by the Wage Board for cotton textile industry during the month under review.

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during May 1985 under various Acts is given 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	Total
1	6	78	84
..	4	7	11
..	4	2	6
Total ..			101

(1) Industrial Disputes Act, 1947

(2) Bombay Industrial Relations Act, 1946

(3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964.

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	With-drawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	935	349	78	151	68	68	365	919
..	177	11	1	8	..	..	9	179
..	52	6	3	2	..	..	9	49
Total ..			82	161	68	72	383	1,147

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

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

Act	Textile Industry	Woolen Industry	Chemical Industry	Press Industry	Electricity	Banking	Chemical Engineering	Local Bodies	Other Misc.	Total
B. I. R. (Extension and Amendment) Act, 1964	2	3	1	3	6	7	6	9	10	11
	14								9	23

District-wise analysis is given below :—

Act	Bombay	Pune	Thane	Naynur	Nanded	Aurangabad	Ahmadnagar	Total
B. I. R. Act, 1946	2	3	4	3	6	7		9
	10	1	11					4

Act	Amravati	Bombay	Aurangabad	Chanda	Akola	Nagpur	Total
B. I. R. (Extension and Amendment) Act, 1964	2	3	4	5	6	7	8
	17					6	23

LABOUR GAZETTE—AUGUST 1985
INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING MAY 1985

	May 1985	April 1985	May 1984
No. of Disputes	48	41	55
No. of Workers involved	14,314	15,569	29,736
No. of Man-Days lost	2,55,004	4,04,965	5,47,854

Industry-wise classification is given below :—

Name of the Industry Group	Number of disputes in progress			Number of work people involved in all disputes	Aggregate man-days lost in
	Started before beginning of the month i.e. before May 1985	Started during the month i.e. May 1985	Total		
1	2	3	4	5	6
Textile	19	1	20	6,303	61,551
Engineering	8	1	9	4,542	1,13,556
Woolenry	10	6	16	1,830	44,157
Other	39	9	48	14,314	2,55,004
May Total	39	3	41	15,569	4,04,965
April 1985 Total	39	3	41	14,314	2,55,004

Tenth of the disputes arose over question of "pay, allowances and bonus" 5 related to "Re-employment and grievances about personnel", 40 disputes on "leave and hours of work and the remaining" 33 were due to other causes.

Out of the 12 disputes that terminated during the course of the month, 4 disputes were settled either entirely or partially in favour of the workers, 11 in favour of the employers, while the result of remaining dispute was indefinite.

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

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MAY 1985

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers Involved	Mandays lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
1	Thane— H's. (Hans) Ltd. Khatol Khatol, Thane.	Pvt.	S	Reinstatement	20-4-81	....	459	12,300	5,70,264	Continued
2	Bombay— Estrella Batteries Ltd. Pvt. No. 1, Dharavi, Matunga, Bombay 400 019.	Pvt.	L	Unfair labour Practices.	3-11-83	....	1,170	24,462	5,59,212	Do.
3	Bombay— Bombay Forging Pvt. Ltd., Vidyanagari Marg, Kalina, Bombay 400 098.	Pvt.	S	Others Fighting amongst the workmen.	11-7-84	....	625	16,172	1,72,344	Do.
4	Bombay— International Rubber and General Industries Ltd., 23, Shah Industrial Estate, Veera Desai Road, Andheri (West), Bombay 400 058.	Pvt.	L	Go-slow and Mass Indiscipline	1-12-84	....	1,000	26,000	1,56,000	Do.
5	Bombay— The Indian Smelting, Refining Co. Ltd., L. B. S. Marg, Bhandup, Bombay 400 078.	Pvt.	S	General demands Wages, etc.	20-12-81	....	1,007	23,256	1,28,681	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST THROUGH THE MONTH OF MAY 1985

Serial	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers Involved	Mandays lost		Result
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
6	Bombay— Ajit Glass Works Pvt. Ltd., Swami Vivekanand Road, Jogeshwari (West), Bombay 400 102.	Pvt.	L	Slow-Down strike on account of annual Bonus Issue.	24-11-84	....	426	10,816	67,808	continued
7	Thane— The National Rayon Corporation Ltd., Mohane Post, District Thane, Thane 421 107.	Pvt.	L S	Go-slow Strike from 12-9-84	24-11-83	11-5-85	5,985	53,820	26,45,000	Successful.

ESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

has paid Rs. 11.78 lakhs as cash Benefit in June 1985.

Employees' State Insurance Scheme protects the industrial Workers insured under the ESI Act in the event of Sickness, Maternity, Disablement, Death due to employment injury besides providing full medical care to the workers and their families.

In Maharashtra 12,06,372 employees were under the coverage of the scheme in the month of June 1985. The high lights of the benefits paid to these employees are as follows :—

(1) Rs. 48,14,163.05 were paid on account of Sickness and 4,25,622.55 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Cancer, Hemiplegia, Paraplegia, Tuberculosis etc., etc.

(2) Rs. 37,08,395.58 were paid on account of accidents and employment injury which included 6,482 cases for the permanent disablement and 2,610 for pension to the dependents/families due to death of the workers in the accidents.

(3) Rs. 4,27,699.00 were paid to the Women Workers as Maternity Benefit for the period of confinement. In addition to the above 10 persons were sterilized and they were paid Rs. 2,240.00 as family planning benefit.

(4) There were 112 cases Where legal proceedings were initiated against defaulting employers/Insured persons for the recovery of arrears of contributions as under :—

(1) Under Section 45B	60 cases.
(2) Under Section 75	10 cases.
(3) Under Section 84	6 cases.
(4) Under Section 85	36 cases.

A. P. BAJI,
Deputy Regional Director.

ANNOUNCEMENT

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