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• Advertisement Rates: Can be had on request.

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

All correspondence and remittances should be addressed to—

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

Tel. No. 4937322

PRINTED AT THE GOVERNMENT CENTRAL PRESS, BOMBAY

Regd. No. BVVW/48

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Licensed to Post
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89



LABOUR GAZETTE

454

VOL. LXVII

No. 4

DECEMBER 1987

SINGLE COPY Rs. 9.25

ANNUAL SUBSCRIPTION Rs. 100.00

ISSUED MONTHLY BY
THE OFFICE OF THE COMMISSIONER OF LABOUR
GOVERNMENT OF MAHARASHTRA

JULY 1988

X3438

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.

Annual subscription for the year Sept. 1986—Aug. 1987 is being accepted at Rs. 100.

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

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LABOUR GAZETTE

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

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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 October 1987, with average price for the year ended December 1960 equal to 100 were 787, 766 and 747 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index Numbers for working class for the month of October 1987 with the average prices for the year ended December 1961 equal to 100 were 685, 721, 749 and 786 respectively.

All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (General base 1960 = 100 for October 1987 was 750 as compared to 745 in September 1987. On base 1949 = 100 derived from 1960 based Index worked out to 912 as against 905 for September 1987.

Industrial Disputes in Maharashtra State

During the month of September 1987, there were 48 disputes involving 9306 workmen and time loss of 2,32,406 mandays as compared to 50 disputes in August 1987 involving 9517 workmen and time loss of 2,38,392 mandays.

Further particulars of Industrial Disputes are given at pages 210 and 211 of this issue.

Benefits under the Employees State Insurance Scheme

During the month of October, 1987, November 1987 and December 1987, 1,91,084 workers were paid Rs. 1,91,95,568.90 on account of sickness and Rs. 14,98,030.40 were paid for the long term diseases, e.g., T.B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc., 63,179 workers were paid Rs. 1,63,71,688.79 on account of accidents as employment injury which included 26,944 cases for the permanent disablement and 9,167 for pension to the dependants/families due to death of the workers in the accidents.

Current Notes

New Technology use limited in Third World

The International Labour Organisation (ILO) has said in the third world the use of new technology such as micro-electronics seems to be limited to a number of newly industrialising countries.

Disclosing this an ILO sponsored study by Dr. Raphael Kaplinsky of the Institute of Development Studies at the University of Sussex in England says, the trend is in sharp contrast to the growth in world electronics output which is extraordinary.

Whereas in 1965 world electronics output was \$ 38 billion, it has claimed to more than \$ 500 billion by 1985.

While in 1985 five of the world's 10 largest producers of semi-conductors were Japanese, the electronics industry in the third world is still in its infancy.

Coinciding with the growth are the employment displacing effects of micro-electronics which are felt most acutely in production processes, the ILO study said.

In the Japanese automobile industry studies found that each robot replaced between 0.6 and 0.7 workers per shift. The rate in the United Kingdom was 1.4 workers per shift on an average and in the United States roughly one worker per shift.

According to estimates, each micro-electronics machine tool displaces two to three workers in the Federal Republic of Germany and the situation is analogous in Japan.

While the study foresees labour shedding in certain sectors—notably within the electronics industry itself and in telecommunication—it also cautions against such dire predictions as collapse of work and mass unemployment.

(Indian Worker, dated 2nd and 9th November 1987.)

Tailoring Shops to be covered by ESI Act

Any tailoring shop employing at least 10 persons and using electricity or power for ironing the clothes stitched by it is covered by the Employees State Insurance Act.

In a significant judgement which may benefit a large number of employees working in the tailoring shops, the Supreme Court on November 4 held that ironing of clothes is an essential part of bringing into existence a new item or a new commodity known differently in the market.

Setting aside the Rajasthan High Court judgment and upholding the state Government's Employees State Insurance Court order declaring a tailoring shop at Sojati Gate in Jodhpur covered by the Act, the judges noted that stitching a shirt or other garment from cloth is manufacturing it. And during the manufacture, iron is required at various intervals. Thus the tailoring

establishment was governed by the state government notification issued on September 20, 1975 which *inter alia* stated any premises including the precincts thereof where ten or more persons but in any case less than 20 persons are employed for wages on any day of the preceding 12 months, and in any part of which a manufacturing process is being carried on with the aid of power is covered by the Employees State Insurance Act, 1948.

Relying on the Metro Readywear Company vs Collector of Customs case judgement by the Kerala High Court in 1978, the judges noted that brassiers were undoubtedly under garments falling within the description articles of ready-to-wear apparel (readymade garments) and therefore was classified under 22D of the Central Excise Tariff. Ironing with electric iron amounted to a process of manufacture with the aid of electric power. Ironing of stitched brassier was incidental or ancillary to their manufacture since the said process was intended to give a finished touch in order to render them marketable, Justice C. L. Oza noted while observing that the ratio or the reasoning of the Kerala judgment was applicable to the facts of the instant case.

(Indian Worker dated 2nd and 9th November 1987)

Workers Education Seminar

The International Labour Office is organising an Asian Regional Workers' Education Seminar on "The ILO and its Activities" for a selected number of trade union organisations from Asian countries to be held here from November 23 to 28, 1987.

The objective of the seminar is to give trade union participants comprehensive and concise information on the most significant aspects of ILO multiple activities as well as to show them how workers and trade unions can participate in these activities at both the international and the national levels.

The seminar would contribute in creating a better awareness among trade unionists of their various possibilities and rights existing in this respect and through this to their more active and efficient participation in ILO's work.

Shri Paban Singh Ghatowar, General Secretary of the Assam Branch of the INTUC, has been nominated to participate in the 6 day seminar.

(Indian Worker, dated 2nd and 9th November 1987)

Wage Board Report by March 31

The journalist and non-journalist Wage Boards headed by Shri Justice U. M. Bachawat will have to submit its report by March 31 next, and no further extension would be granted to them. Union Labour Minister P. A. Sangma said here on October 31.

The Government was firm in this decision, Shri Sangma told newsmen, adding that the Wage Boards were now almost in their final stages of the deliberations and, as such, there would be no interim report.

(Indian Worker, dated 2nd and 9th November 1987)

Proposed to amend Maternity Benefit Act :

The Union Government proposes to amend the Maternity Benefit Act so as to make it applicable to all units employing 10 or more persons, according to the proposed amendment. There have been complaints that in many units, pregnant women are dismissed from service and thus deprived of maternity benefits. The proposed amendment envisages higher penalties for non-payment of benefits to pregnant women.

(*Indian Worker*, dated 2nd and 9th November 1987)

Rs. 1 Crore Child Labour Project

The Union Minister of State for Labour, Mr. P. A. Sangma said on October 7, 1987, that the Tamil Nadu Government with the help of the Centre would soon launch a Rs. one crore child labour project for the benefit of children working in the match industries in Sivakasi. He told newsmen that about 14,000 children below the age of 14 had been identified and in the first year about 5,000 children would be covered under the project. The remaining children would be covered in a phased manner he said. Many Schemes had also been taken up to benefit child labourers in cities like Calcutta, Bangalore and Aurangabad. He said, if voluntary agencies like the Lions and Rotary Clubs came forward to take up Child Welfare Projects the centre was prepared to help with 75 per cent of the total Project cost.

(*E.F.I. Bulletin*, dated 1st November 1987)

ILO Caution on Employment Policy

Most Western countries are following a short sighted employment policy which may improve unemployment statistics for the day but is storing up trouble for tomorrow, says an ILO report "Job release schemes" and "solidarity contracts", which enable older workers to retire early to make way for the jobless young entail not only waste of experience but also put a financial burden in order to combat what is essentially a cyclical phenomenon, it says. There is also the danger that the retiring workers are replaced not by younger ones but by machines to enhance labour productivity.

As early as 1977, a "job release scheme" was set up in the United Kingdom to enable older wage earners to retire before the statutory age on condition that the employers give jobs to unemployed workers. France introduced "solidarity contracts" in 1981, granting pension rights at the age of 55 provided that enterprises exchange those who retired early with equal number of young or unemployed. Spain changed the statutory retirement age from 65 to 64 years, stipulating that departing older workers be replaced by young people seeking their first jobs.

Some countries have eased the retirement age for arduous work but have enlarged the definition of arduousness. Greece has extended its list of occupations in this category twice in recent years. More than 8,00,000 French senior employees accepted early retirement between 1982 and 1984. In the United Kingdom, 2,80,000 people took advantage of the job release scheme in recent years. In Belgium, some 2,10,000 older workers withdrew from the

labour market. But the costs of early retirement have been high. For example, it was estimated that 1,92,000 million Belgian francs were spent in 1985 on these measures, whereas only a part of this outlay would have been spent by way of un-employment benefits such as the done.

Early retirement policies are storing up other trouble also, the report says. There is the loss of productive potential and the waste of experience. Also those who retire are deprived of social contacts too early and are exposed to the risk of premature ageing. In the long term, some of the schemes will involve an increase in public expenditure and higher social costs to enterprises which are likely to act a deterrent to employment creation.

(*EFI Bulletin*, dated 15th November 1987)

Industrial Relations Bill soon

The Union Minister of State for Labour, Mr. P. A. Sangma told the Lok Sabha on November 10, 1987, that a draft of the proposed Industrial Relations Bill will be shortly introduced in the Parliament. The essential features of the Bill included establishment of Industrial Relations Commissions on high-powered tribunals comprising of judicial and non-judicial members both at the Centre and in the States. It would also provide for collective bargaining agent/council for a unit or for an industry for a specified term, registration of a trade union on the basis of a specified percentage of membership, further restriction on the number of office-bearers from among non-workmen and debarring ministers from becoming office-bearers of trade unions.

(*EFI Bulletin* dated 15th November 1987)

Minimum Wages for Casual Labour also

In a landmark judgement the Supreme Court held that casual labourers have a fundamental right to receive wages equal to the minimum paid by an employer for the same work to regular employees.

Justice E. S. Venkataramaiah and Justice S. Ranganathan declared in the case of daily-rated casual labourers of the Posts and Telegraphs Department, that the arrears of wages to the casual labourers should be paid within four months. The judges stated that a Government which does not give this fundamental right to the casual labourers is indulging in exploitations of labour.

The judges also directed the Union Government to prepare within eight months a scheme on a rational basis for absorbing as far as possible the casual labourers who have been continuously working for more than one year in the department. The court held that of all the rights in a socialist democracy the question of security of work is of utmost importance.

If a person does not have the feeling that he belongs to an organisation engaged in production he will not put forward his best effort to produce more. That sense of belonging arises only when he feels that he will not be turned out of employment the next day at the whim of the management.

Hence managements and Government agencies in particular should not allow workers to remain as casual labourers or temporary employees for an unreasonably long period. Where is there any justification to keep persons as casual labourers for years as is being done in the Post and Telegraph Department ?

Pointing out that our wage structure is such that a worker is always paid less than what he produces, the judges asked why people should be allowed to remain idle ?

The court held that the Government as an employer cannot pay casual labourers less than the minimum wages paid to the regular employees by dividing the casual labourers into separate categories those with less than 720 days, those with less than 1,200 days and those with 1,200 days of service. All this is violative of the fundamental rights to be treated equally in terms of the same pay for the same work and equal opportunity in public employment. It is also opposed to the International Covenant on Economic, Social and Cultural Rights, 1966.

(Indian Worker dated 16, 23 and 30th November, 1987)

Bill to amend Cine Workers Act placed

A bill to provide for the delegation of the powers of the Central Government to State Governments for the administration of the Cine Workers and Cinema Theatre Workers Act of 1981 was introduced in the Rajya Sabha on November 9 by Minister for Labour P. A. Sangma.

Under the Industrial Disputes Act, the appropriate government in relation to establishments in the cinema industry is the State Government concerned. It is, therefore, considered necessary that the same agency which administers the Industrial Disputes Act in relation to cinema industry establishments should be administering the Cine Workers Act so that cohesion and efficiency in the enforcement of both the Acts are ensured.

(Indian Worker, dated 16, 23 and 30th November, 1987)

Wage Board Term extended

The term of the Wage Board for journalists and non-journalists has been extended up to March 31, the Labour Minister, Shri P. A. Sangma, told the Lok Sabha on November 9.

He said this in a written reply that the board after submitting its first interim report on interim relief on April 30 last year issued a questionnaire in July, 1986, for replies by October 15 last year.

In the beginning, the Minister said, the response was poor and newspaper establishments, including the all India organisations of employers and employees sought an extension in time for submitting the replies. The board had to conduct oral hearings. The board also had to undertake examination of documents submitted by the parties and other submissions made at the time of oral hearings.

(Indian Worker, dated 16, 23 and 30 November 1987)

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.)

SACHAR COMMITTEE AND WORKERS' PARTICIPATION— A CRITIQUE

By

T. E. RAGHAVA SIMBHAN

Mr. Justice Rajinder Sachar, who headed the high-powered expert committee on Companies and MRTP Acts, expressed unhappiness at a recent meeting in Madras the way the government has treated the committee's report. He was particularly sore that the Centre had not acted upon among others the committee's recommendation pertaining to the introduction of workers' participation in management, while introducing the recent amendments to the Companies Act.

Mr. Sachar had found enough reason to be critical of the Centre's attitude to the committee's report. The seriousness with which the panel was set up matched equally by the arduous efforts put by members, hailing from labour, employer, professional, judicial sides was no doubt not reflected in the follow up action so far taken by the government. It is past nine years since the committee submitted its report to the government. Excepting a few cosmetic changes in the two legislations the Centre has not taken any concrete decision on many of the major recommendations of the Sachar panel.

But insofar as the committee's recommendation on the introduction of labour participation on the corporate boards, which is the main focus of this article the blame equally lies with the Sachar panel for making such proposals which bristle with complexities and impracticalities in implementation. At one time there were differences even among the committee members whether the panel was competent at all to deal with the subject. But fortunately since the term of reference specifically enjoined the committee to suggest "measures by which workers' participation in the share capital and management of companies could be brought about", the committee was left with no option but to go on that mandated lines. That is to say, as the committee itself stated in the second para of Chapter XI dealing with the subject, it was not a question "whether" the scheme was desirable or feasible but how it can be implemented.

One major weakness of the report is that at a time when already most factories/establishments are prone to inter union intra union rivalries due mainly to party politics, the committee has suggested certain implementation methods which will turn the places of work virtually into an election arena and all that go with it. The committee has, for instance, mooted the idea of "secret ballot in which all workmen will be provided an opportunity to vote whether or not

workers participations. As stated earlier this was the suggestion of the committee to suggest giving the option of deciding whether or not the scheme needed to be introduced when there was a clear majority of workers to suggest only measures by which it could be introduced.

All the expenses connected with the issue of deciding whether or not there should be workers' participation as per Sachar report, will be borne by the workers. As envisaged by the panel, once the workers voted in favour of their representation on the board, they have to choose through, again a secret ballot, the persons to represent them on the board.

Such measures are not only reluctant measures but also involve other operational provisions for the company, as will be evident from below.

The basic assumption of the committee seem to be that workers are not in favour of their participation at board level, which is wrong. Assuming for the sake of argument that some unions are opposed to such participation, are we not questioning a process the validity and wisdom of constitutional and other statutory provisions which all envisage such schemes in operation. The Constitution of India in its directive principles of state policy has directed the state in Article 41A "the state shall take steps, by suitable legislation or in any other way, to secure the participation of workers in the management of undertakings, establishments of other organisations engaged in any industry". In the same breath, one can argue that there are any number of organisations and individuals both in the government and outside, who oppose the 'public sector', should the country, therefore, abandon the idea of public sector or pose before the public every time a new government company is floated the question "to have or not" they wanted such unit, as Sachar panel is asking the labour.

Moreover, the well-tested and age-old practice of playing membership' means to determine the recognition and support of workers to a union in this country is already there. Can there be any more solid vote to a union than a regular membership paying worker? Ignoring this principle the committee has gone about suggesting a secret ballot not only for choosing the nominees on the board but even to say "whether or not" they wanted the union to take care of wage, bonus, employment, service conditions etc and which he patronises and supports every month through subscription, is likely to choose a different person or union for the sake of representing him on the board room. If the Sachar Committee's suggestion on this is to be accepted, the secret ballot will have to be conducted for every major issue as in Switzerland. The suggestion negates the very principle of unionisation or democratic values. Having elected or chosen a particular union it should have been the logical choice that union of sending the representatives to the board also. By passing the recognised union already chosen by the workers for collective bargaining purposes, say RMMS in Bombay or NFIR and AIRF on the Indian railways, or Indian Nation Cement and Allied Workers Federation in the cement industry or CITU unions wherever they are strong and recognised, will mean cutting at the root of the trade unionism and spirit of bipartism. It is something like the majority in an elected legislature and taking up an issue, say like whether or no, drinking water should be supplied 24 hours, direct to the people.

Another contradiction in the report is whereas it wants workers' direct involvement, through secret ballot, for the purpose of choosing their nominees to the board, indeed even deciding the issue of whether the scheme, is to be implemented, on the question of which number of worker directors, the committee wants the government "to consult employers' and workers' representative organisations". Why should for this process alone there consultation and consensus?

Some of these questions were rightly raised by labour unions soon after the publication of the report. The moot question is, can a factory or office afford to have two sets of representatives one to sit on the board rooms for policy matters and an other to sit across the table for deciding about bread and butter matters? There will be perpetual conflict between the two sets of representatives, if they happen to be from different unions, thus spoiling the production atmosphere, inducting indiscipline.

As one of the members representing the labour interests on the committee put it in his minute of dissent 'Unions are after all the representative of the workers and in my view they should have also the right to nominate the candidates for election alongwith other workers'. Even this will not be good since it assumes elections. The ideal course would have been to leave the choice of nominees to the representative union or the one which commands majority strength as determined by the paying membership. Any other means will only result in constant tussles, spate of election petitions. More than that the already vitiated atmosphere in many factories will further worsen and instead of production it will be only election atmosphere which the country can ill afford, either now or later.

The Sachar panel's main argument was that percentage of unionisation in the country being what it is, it would be in the best interest if "all" the workers are involved in the process of choosing their spokesman on the board. But then low percentage of unionisation yet a recognised union in a plant or factory with minority membership deciding on behalf of "all" the workers is a universal phenomenon.

Even in a country like the US with more literacy among the working class, there exists vast majority of non-unionised workers. Therefore, giving the right to decide on this issue to non-union members also will sound death-knell to the very concept. If the non-unionised and uncommitted workers can tolerate a union with minority following for the purposes of collective bargaining purpose, as the case throughout the world, there is no reason to doubt why they will not agree for the same minority union sitting on the board also to protect and promote the overall interests of the company as well as workers.

(Indian Worker, dated 2 & 9 November 1987)

NEED FOR STANDARDISING THE INTERNATIONAL LABOUR STANDARDS

G. RAMANUJAM

President, INTUC

I am informed that the objectives of the seminar is to give the trade union participants a comprehensive and concise information on the several significant aspects of ILO's activities, as well as to educate the participants how workers and their trade union can participate in those activities of the ILO, both at the national and international levels.

The seminar should therefore help in creating greater awareness among trade unionists of the immense possibilities and the rights accruing to them in this respect. This would in turn lead to their more active and more efficient participation in the ILO programmes.

Although it is called International Labour Organisation, in reality it is an International Tripartite Organisation on Labour. This seminar is attended by limited representatives from selected trade union organisations from some Asian countries.

I myself am not an expert on the ILO. I am here before you not because of my merit, but because of the affection Shri Sunil Guha, has for me. I will not therefore be able to educate you much on the multi-faceted programmes of the ILO, as they are now operating in the different countries.

But I can provoke you to think what should be the programmes of the ILO *vis-à-vis* the developing countries. And a seminar is an occasion for thinking.

Among the subjects suggested for this Five-Day Seminar, there is a subject on the role of workers in the formulation and adoption of International Labour Standards. The standard setting function of the ILO has been troubling me all along. I often used to wonder, "How the same labour standards can be applied to all the countries of the world, when the countries themselves are not standardised?" You have the super-rich, the rich, represented by the North, and the not-so-rich and the poor countries represented by the South. How can countries in both the groups have a common labour standard?

The requirements of these various countries would naturally be varied in respect of labour standards; and they are best decided by the respective nations themselves looking to their various constraints provided they do not cut into the fundamental rights of the workers. It is obvious that imposition of the same or similar burden on dis-similar units is itself a discrimination. ILO should not be a party to such discrimination. That is why you will find although there is an impressive record of adoption of International Labour Standards and recommendations by the ILO, the record of implementation of these standards and recommendations is not that happy. You will be surprised to know that the record of implementation of the ILO recommendations and labour standards is not that impressive even in the case of advanced countries, although they can easily afford to.

All the developing nations have to progress quickly to make up for the time lost, and catch up with the advanced countries in the shortest possible time, so that we have a world with minimum disparities among the countries. That is why the ILO has as its motto that "poverty anywhere is a danger to prosperity everywhere." Again that is why a New International Economic Order has assumed great urgency and importance. The ILO should not rest content with the adoption of the right motto. It must work sincerely and ceaselessly for realising its declared objectives.

I would not go at this stage into the origin of the ILO and its history to date. There is plenty of well-documented literature on that for you to study at leisure, if you have not already done so. Whatever was originally the objectives and role of the ILO in its initial stages, they should undergo a radical change now to meet the challenges of the changing world scenario.

I find the ILO is alive to some extent to the need for such a change. I understand the emphasis is gradually shifting from its standard-setting functions to developmental programmes. The ILO has relevance to the developing countries not so much for its standard-setting capabilities as for its developmental programmes.

In the ILO conference held in the year 1958, the Government of India sought to move a resolution to enable the ILO to assist in management education; and that resolution was vehemently opposed by.....whom do you think?by the employers representatives themselves. They took the view that they already knew all that is to be known and at any rate they asked, "Who is the ILO or its supported agency to educate us?" It was with great difficulty we could convince them.

They took offence at the word 'education', which presumed that they were uneducated. Then the word 'education' was changed to 'development'; and with that change, many employers representatives grudgingly agreed to support the resolution; and thus came about management development programmes. You will find many management development institutes have since sprung up in various countries, some with the help of the ILO and some with the help of the Government of the country concerned or with both.

The same was the attitude of the workers too. We have in India a Tripartite Board for Workers Education. In the early stages, workers and even some trade unions turned down the offer of 'educating the worker's. They asked the Board, "who are you to educate us? Are we uneducated?" Here again, the answer is that the word education is not to be understood in its narrow sense, but in the broadest sense possible, viz., for workers development. Indeed, in our country we have a ministry now for Human Resources Development, development not in numbers but in quality.

ILO has been supporting many programmes of workers education run by trade unions, as also Management Development Institutes, sponsored by employers organisations in several countries.

I believe education should not be compartmentalised. Rather it should be integrated. There should therefore be a common programme for educating both management and workers representatives—a sort of co-education. This will greatly help in creating mutual trust, leading in turn to mutual co-operation,

This will naturally help in strengthening programmes for Labour Participation in Management.

Our country believes that labour should be allowed to participate in management, i.e. in decision-making, in order to make a success of this programme. We are, therefore, concentrating on joint educational programmes, both at the macro and micro levels.

It would be a good idea if the ILO extends a helping hand in the pursuit of such joint programmes by providing useful information on the methodology, achievements and shortcomings in other countries where participation of labour in management is practised.

The ILO's developmental programmes should aim at narrowing down if, not closing down altogether, the big gap that now exists between the developed and the developing countries. ILO's developmental programmes should therefore be concentrated more on the developing countries.

Even within the developing countries ILO's assistance would be more appropriate and welcome in strengthening the programmes aimed at ameliorating the lot of the un-organised labour and the rural poor. In all developing countries unemployment is a major problem. It has grown to alarming proportions. Beyond holding a World Employment Conference in 1976, I have not heard of any effective follow up action by the ILO. May be I am not well posted with ILO's recent achievements in this respect.

We all know that the unemployment problem in the developing countries cannot be solved through wage employment alone. Self-employment provides vast opportunities. The Government of the respective countries are endeavouring to provide many opportunities and incentives for self-employment. But unfortunately owing to the high percentage of illiteracy, the poor workers are not even aware of the benefits available to them, both statutory and non-statutory.

The first step in the way of improving the lot of these poor workers is to carry on effective awareness programmes among them. The best way to conduct these programmes is through audio-visual aids. The ILO's can help in a big way to assist the developing countries by providing audio-visual aids. All the Governments in the developing countries are working hard to remove illiteracy. The ILO may support and supplement functional adult literacy programmes.

Another important problem facing the developing countries is the problem of population explosion. ILO can help in a big way in population education. I understand that it is already extending some assistance in this direction in India.

The ILO has sent many specialists to many developing countries, including the countries represented in the seminar. The expert is obviously a teacher too. Unless the teacher establishes a rapport with the students, whatever he says will go over their heads. The teacher must therefore first come down to the level of the student whom he teaches. Very often, the ILO experts are out of tune with the conditions of living in the country to which he is attached.

The expert himself is sometimes so expensive that a substantial part of the budget goes in supporting the expert.

Sometimes, his remuneration including allowances and style of living are far above even the best-paid managers in the country. That immediately sets him apart from the native people. Often seminars and conferences are held in five star hotels much to the discomfort of the participants from the developing countries. I would not, however, make a sweeping remark: but where the educators are fabulously paid, staying in five star hotels and trying to conduct classes to educate the rural poor, who hardly gets Rs. 10 a day appears incongruent. We want persons with a missionary zeal for these assignments otherwise it would even distort the image of the ILO. The productivity of its programmes will be marginal or even negative. It might benefit only a few people, the so called experts.

I am not saying this with a view to criticise the ILO. I am only saying this so that the ILO may do some serious re-thinking on this aspect, and revise its approach in respect of projects in the developing countries: so that, for the same input it can have much greater output, both in quantity and quality.

The ILO assistance should also be available not only to trade unions and employers organisations, but also to workers education programmes conducted by tripartite bodies like Central Board for Workers Education in India.

The object of workers education is not merely to make the worker more knowledgeable. It should also be to mould his thinking along positive and constructive lines. Mahatma Gandhi used to say that "Every right is duty-based". Duties come first. A merely rights-oriented society will soon go bankrupt.

The duties of the workers are four fold; viz., (1) their obligation to the country, (2) their obligation to the organisation in which they work, (3) Their obligation to their own trade unions, (4) their obligation to their own families. Every worker must be a patriot and responsible citizen of his country; an efficient and disciplined worker in their plant, an active member of his trade union and a responsible head of the family. The purpose of workers education should not merely be limited to improving his economic standard of living, but also aim at improving the quality of life.

The ILO should play an effective role in fighting apartheid and working for disarmament, including nuclear, so that the money spent on these armaments could be diverted for developmental programmes.

I once again thank Shri Sunil Guha, Director, Delhi office of the ILO for having given me the privilege of inaugurating this seminar. I am happy to inaugurate this seminar.

(*Indian Worker*, dated 16, 23 and 30 November 1987)

List of Important Notifications under the Various Labour Laws

CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970.

the Act—(Amendment to Rules)—The following No. S 16011 2 77-LW, dated the 11th August 1987, from the Ministry of Labour, New Delhi, is hereby

GOVERNMENT OF INDIA BHARAT SARKAR

MINISTRY OF LABOUR SHRAM MANTRALAYA

New Delhi, dated the 11th August 1987

NOTIFICATION

Whereas certain draft rules further to amend the Contract Labour (Regulation and Abolition) Central Rules, 1971 were published at sec of the Gazette of India, Part II, section 3, sub-section (i), date 1 the 26th April 1986 with the Notification of the Government of India in the Ministry of Labour No. G.S.R., 317, dated the 15th April 1986 for inviting objections and suggestions from all persons likely to be affected thereby till the 9th June

And whereas the said Gazette was made available to the public on the 26th April 1986,

And whereas objections and suggestions received from public have been considered by the Central Government.

Now, therefore, in exercise of powers conferred by section 35 of the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Central Government hereby makes the following amendment in the rules, namely :—

1. (1) These rules may be called the Contract Labour (Regulation and Abolition) Central (Amendment) Rules, 1987.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Contract Labour (Regulation and Abolition) Central Rules 1971 :—

(1) in sub-rule (2) of rule 17, for the words "treasury receipt" the words "demand draft" shall be substituted ;

(2) in sub-rule (1) of rule 20—

(a) for the word 'deposit', the word 'pay' shall be substituted ;

(b) for the words 'treasury receipt', the words 'demand draft' shall be substituted ;

(3) in sub-rule (5) of rule 21, for the words "treasury receipt" the words "demand draft" shall be substituted ;

(4) in sub-rule (2) of rule 25 clause "(ix)" shall be re-numbered as clause "(x)" and before clause (x) as so re-numbered, the following clause shall be inserted, namely :—

"(ix) a copy of the licence shall be displayed prominently at the premises where the contract work is being carried on" ;

(5) in sub-rule (3) of rule 28 in clauses (i) and (ii) for the words "treasury receipt", wherever they occur, the words "demand draft" shall be substituted ;

(6) in sub-rule (2) of rule 32, for the words "treasury receipt or a Crossed; Postal Order drawn in favour of the appropriate registering or licencing officer, as the case may be", the words, "Demand Draft drawn in favour of the Pay and Accounts Officer, Office of the Chief Labour Commissioner (Central), New Delhi", shall be substituted ;

(7) in clause (ii) of sub-rule (1) of rule 33, for the words "treasury receipt", the words "demand draft" shall be substituted ;

(8) For rule 38, the following rule shall be substituted, namely :—

38. (1) *Payment of Fees.*—All amounts of money payable on account of security deposit, registration fees, licence fee, appeal, supply of duplicate copies of registration certificates and in terms of any other provisions of the Act and rules shall be paid through a crossed demand draft drawn in favour of the officers as shown in Annexure 'A' and made payable at branch of the Union Bank of India at the headquarters of the officers specified in column (3) of the said Annexure. All such demand drafts shall accompanied by a challan in form No. TR-6 (in triplicate) indicating the details of payments etc.

(2) The licencing officer, the registering officer or the Appellate Authority, as the case may be, on receipt of the demand draft from the party shall arrange to deposit the amount in the appropriate account in the Bank with which he, in his capacity as Regional Labour Commissioner/Assistant Labour Commissioner (Central) as Drawing and Disbursing Officer is in account. The Assistant Labour Commissioner (Central), Delhi shall deposit the demand draft in the Union Bank of India, Extension Center, Shram Shakti Bhavan, Rali Marg, New Delhi in the Account of 'Pay and Accounts Officer' Chief Labour Commissioner, New Delhi.

(3) The payments received by the officers specified in the said Annexure by way of demand drafts shall be deposited in the relevant heads of accounts as shown below :—

Registration fees.—"087-Labour and Employment.—Fees under Contract Labour (Regulation and Abolition) Central Rules, 1971 (adjustable in the books of the Pay and Accounts Officer (Chief Labour Commissioner), Ministry of Labour, New Delhi".

Licencing fees.—"087-Labour Employment—Fees under the Contract Labour (Regulation and Abolition) Central Rules, 1971 (adjustable in the books of the Pay and Accounts Officer/Chief Labour Commissioner) Ministry of Labour, New Delhi".

Security deposits. Deposits and Advance (—) deposits not bearing interest—843 Civil Deposits under Contract Labour (Regulation and Abolition) Act, 1970 (adjustable in the books of the Pay and Accounts Officer/Chief Labour Commissioner), Ministry of Labour, New Delhi”.

Copy of the registration certificates.—“087-Labour and Employment Fee under Contract Labour Appeals (Regulation and Abolition) Central Rules, 1971”

(9) in rule 80, for sub-rule (2), the following sub-rule shall be substituted, namely :—

“(2) Such registers shall be maintained legibly in English and Hindi or in the language understood by the majority of the persons employed in the establishment.” ;

(10) in rule 82, after sub-rule (2), the following sub-rule shall be inserted, namely :—

“(3) The returns to be submitted under this rule by contractor/principal employer shall be correct, complete and upto date in all respects” ;

(11) in Form I, for item 7, the following shall be substituted, namely :—

“7. Particular of demand draft enclosed (Name of the Union Bank, amount, demand draft No. and date).” ;

(12) in Form IV, for items 9 and 10, the following shall be substituted, namely :—

“9. Amount of licence fee—name of the Union Bank, demand draft No. and date.

10. Amount of security deposit—name of the Union Bank, demand draft No. and date.

Note.—The application shall be accompanied by demand draft and the challan for the appropriate amount and a certificate in Form V from the principal employer dated of the receipt of the application with ‘demand draft’ and the challan for fees/security deposit.” ;

(13) in Form VA, for column 5 and column V, the following columns shall respectively be substituted, namely :—

Column 5—“No. and date of the demand draft security deposit in respect of the previous licence.

(5)”

Column 7—“No. and date of the demand draft of the balance of security deposit, if any, required on the fresh contract.

(7)”

(14) in Form VI, in Annexure, after condition No. 9, the following shall be added, namely :—

“10. The licence shall, within fifteen days of the commencement and completion of each contract work submit a return to the inspector appointed under section 20 of the Act intimating the actual date of the

commencement of as the case may be, completion of such contract work in Form VIA.” ;

(15) in Form VII, for item 5, the following shall be substituted, namely :—

“5. Name of the Bank number and date of the demand draft enclosed Date of receipt of the application with ‘demand draft number and date.’”.

(16) in Form VIII, for item 7, the following item shall be substituted, namely :—

“7. Particulars of demand draft enclosed (name of the Union Bank, demand draft No. and date)”

(17) in Form X,—

(a) for item 8, the following shall be substituted, namely :—

“8. Amount of licence fee paid—name of the Union Bank, demand draft No. and date.” ;

(b) After item 8, the following shall be substituted, namely :—

“9. Amount of security deposit—name of the Union Bank, demand draft No. and date. Date of the receipt of the application with demand draft for fees/security deposits.”

(Vide Government Notification Industries, Energy and Labour Department No. CLA-2087/1558/Lab (i) dated 27th August, 1987, published in *Maharashtra Government Gazette*, Part-I-L, dated 1st October, 1987 at pages Nos. 5028 to 5031).

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

(A) **Declaration under the.**—(1) The Government of Maharashtra, Industries Energy and Labour Department has in exercise of the powers conferred sub-section (1) and (2) of Section 3 and sub-clause (iv) of clause (a) of sub-section (1) of Section 4 of the said Act—

(a) declared that the industrial undertaking called Sahyadri Glass Works Limited, at and post Karul, Taluka Kankavali, District Sindhudurg (hereinafter referred to as “the said relief undertaking”) to which financial assistance has been provided by the Government of Maharashtra by way of a Sales Tax of Rs. 35,000 (Rupees thirty-five thousand only) through the State Industrial and Investment Corporation of Maharashtra, shall for a period of one year commencing on the 2nd day of September 1987 and ending on the 1st day of September 1988 (both days inclusive) be conducted to serve as a measure of unemployment relief ; and

(b) directs that in relation to the said relief undertaking and in respect of the said period for which the said relief undertaking continues as such any, right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, the State Industrial and Investment Corporation of Maharashtra Limited, Maharashtra State Financial Corporation Limited, Development Corporation of Konkan Limited, State Bank of India, United Western Bank Limited, and the dues of Employees’ State Insurance Corporation and any liabilities incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the

the Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) and (2) of section 3 and sub-clause (iv) of clause (a) of sub-section (1) of section 4 of the said Act—

(a) declare that the industrial undertaking called Messrs Vijay Tank and Vessels Private Limited, Mulund, Bombay (hereinafter referred to as "the said relief undertaking") to which financial assistance has been provided by the Government of Maharashtra by way of a Sales Tax loan of Rs. 12,22,301 (Rupees twelve lakhs, twenty two thousands three hundred and one only) through the State Industrial and Investment Corporation of Maharashtra, shall for a period of one year commencing on the 21st day of September 1987 and ending on the 20th day of September 1988 (both days inclusive) be conducted to serve as a measure of preventing unemployment ; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 25th day of September 1987 and ending on the 24th day of September 1988 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, the State Industrial and Investment Corporation of Maharashtra Limited, Sangli Bank, Industrial Development Bank of India, Credit and Investment Corporation of India, Industrial Reconstruction Bank of India, Industrial Finance Corporation of India, Sangli Urban Co-operative Bank Limited, and the dues of Employees' State Insurance Corporation and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959) the Maharashtra State Tax on Professions, Trades, Callings and Employments Act, 1975 (Mah. XVI of 1975), the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 14th day of February 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1086/(299) IND-10, dated 21st September, 1987, published in Maharashtra Government Gazette, Part I-L, dated 22nd October, 1987 at pages Nos. 5480—5481).

(III) INDUSTRIAL DISPUTES ACT, 1947.

(A) Appointment under the Act—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri P. R. Borker, Civil Judge (Senior Division), Satara to be the Presiding Officer of the Labour Court, Solapur in place of Shri S. B. Shete.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7247/Lab-2, dated 4th September, 1987, published in Maharashtra Government Gazette, Part I-L, dated 1st October, 1987 at page No. 5033).

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1087/(581) IND-10, dated 25th September, 1987, published in Maharashtra Government Gazette, Part I-L, dated 22nd October, 1987 at pages Nos. 5482-5483).

(a) declare that the industrial undertaking called Messrs Vijay Tank and Vessels Private Limited, Mulund, Bombay (hereinafter referred to as "the said relief undertaking") to which financial assistance has been provided by the Government of Maharashtra by way of deferment of recovery of electricity duty for the period between March 1983 and December 1984, shall, for a period of one year commencing on the 25th day of September 1987 and ending on the 24th day of September 1988 (both days inclusive), be conducted to serve as a measure of preventing unemployment ; and

(b) directs that in relation to the said relief undertaking and in respect of the said further period of one year commencing on the 25th day of September 1987 and ending on the 24th day of September 1988 (both days inclusive) for which the said relief undertaking continues as such any right, privilege, obligation or liability (excepting the obligations or liabilities incurred in favour of the workmen of the said relief undertaking, the Maharashtra State Electricity Board, State Bank of India, the dues of Syndicate Bank, Grindlays Bank, Export Bank, Export Credit Guarantee Corporation of India, Dena Bank and other nationalised banks, the dues of the Employees' State Insurance Corporation, and any liability incurred under the Bombay Sales Tax Act, 1959 (Bom. LI of 1959), the Maharashtra State Tax on Professions, Trades, Callings and Employment Act, 1975 (Mah. XVI of 1975), and the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (19 of 1952) accrued or incurred before the 14th day of February 1985 and any remedy for the enforcement thereof shall be suspended and all proceedings relative thereto pending before any court, tribunal, officer or authority shall be stayed.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1086/(299) IND-10, dated 21st September, 1987, published in Maharashtra Government Gazette, Part I-L, dated 22nd October, 1987 at pages Nos. 5482-5483).

(III) INDUSTRIAL DISPUTES ACT, 1947.

(A) Appointment under the Act—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri P. R. Borker, Civil Judge (Senior Division), Satara to be the Presiding Officer of the Labour Court, Solapur in place of Shri S. B. Shete.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7247/Lab-2, dated 4th September, 1987, published in Maharashtra Government Gazette, Part I-L, dated 1st October, 1987 at page No. 5033).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act appointed Shri J. G. Bharatiya, Civil Judge (Senior Division), Dhule, to be the Presiding Officer to the Labour Court, Dhule.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7250/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5035).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri P. M. Joshi, Civil Judge (Senior Division), Wardha to be the Presiding Officer of the Fourth Labour Court, Bombay in place of Shri D. S. Umrikar.

(Vide Government Notification, Industries, Energy and Labour Department No. DA-987/7253/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at pages Nos. 5036 to 5037).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri R. V. Amrutwar, Industrial Tribunal, Amravati to be Presiding Officer of the Industrial Tribunal, Nagpur in place of Shri S. V. Vaze.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7256/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5038).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 8 of the said Act, appointed Shri A. R. Vazalwar, District Judge, Dhule to be Presiding Officer of the Industrial Tribunal, Amravati in place of Shri S. V. Vaze.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7259/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at pages Nos. 5039 to 5040).

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 7-A, read with section 8 of the said Act, appointed Shri S. V. Vaze, retired Presiding Officer, Industrial Tribunal, Nagpur, in place of Shri N. L. Bhalchandra, Presiding Officer, Industrial Tribunal, Pune.

(Vide Government Notification, Industries, Energy and Labour Department No. IDA-987/7262/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5041).

(IV) BOMBAY INDUSTRIAL RELATIONS ACT, 1948.

(A) *Appointments under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act, appointed Shri P. R. Borkar to preside over the Labour Court, Solapur, in place of Shri S. B. Shete.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR-987/7248/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at Page No. 5034).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act, appointed Shri J. G. Bharatiya to preside over the Labour Court, Dhule, in place of Shri D. R. Kalc.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR-987/7251/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5035).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 9 of the said Act, appointed Shri P. M. Joshi, Presiding Officer of the Fourth Labour Court, Bombay, in place of Shri S. D. Umrikar.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR-987/7254/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5037).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 10 of the said Act, appointed Shri R. V. Amrutwar, Member, Industrial Court, Aurangabad, in place of Shri S. V. Vaze, to be a Member of the Court of Industrial Arbitration.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR-987/7257/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987 at page No. 5039).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 10 of the said Act, appointed Shri A. R. Vazalwar, District Judge, Dhule, in place of Shri S. V. Vaze, to be Member of the Court of Industrial Arbitration, Amravati.

(Vide Government Notification, Industries, Energy and Labour Department No. BIR-987/7260/Lab-2, dated 4th September, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 1st October, 1987, at page. No. 5040).

Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 10 of the said Act, appointed Shri S. V. Vaze, retired Member, Industrial Court, Nagpur in place of Shri N. L. Bhalchandra, to be Member of the Court of Industrial Court, Nagpur.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7261/Lab-2, dated 4th September 1987, published in Maharashtra Government Gazette, Part-I-L, dated 1st October, 1987 at page No. 5042).

RECOGNITION OF TRADE UNIONS AND PREVENTION OF UNLAWFUL PRACTICES ACT, 1971.

the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, appointed Shri P. R. Borikar, Civil Judge (Senior Division), Satara, in place of Shri S. B. Shete, Presiding Officer of the Court, Solapur.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7240 Lab-2, dated 4th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 1st October, 1987, at page No. 5034).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, appointed Shri J. G. Bharatiya, Civil Judge (Senior Division), Dhule in place of Shri D. R. Kale.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7252 Lab-2, dated 4th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 1st October, 1987, at page No. 5036).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, appointed Shri P. M. Joshi, Civil Judge (Senior Division), Wardha in place of Shri D. S. Umrikar.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7255 Lab-2, dated 4th September, 1987 published in Maharashtra Government Gazette, Part-I-L, dated 1st October, 1987 at page No. 5038).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 4 of the said Act, appointed Shri R. V. Amrutwar, Member, Industrial Court, Aurangabad in place of Shri S. V. Vaze, to be a Member of the Industrial Court, Nagpur.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7258/Lab-2, dated 4th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 1st October, 1987 at page No. 5039).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 4 of the said Act, appointed Shri A. R. Vazalwar, District Judge, Dhule in respect of Shri S. V. Vaze, Member, Industrial Court, Amrawati.

(Vide Government Notification, Industries, Energy and Labour Department No. ULP-987/7261/Lab-2, dated 4th September, 1987 published in Maharashtra Government Gazette, Part I-L, dated 1st October, 1987 at pages Nos. 5040-5041).

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 4 of the said Act, appointed Shri S. V. Vaze, retired Member, Industrial Court, Nagpur, to be Member of the Industrial Court, Bombay in place of Shri N. L. Bhalchandra.

(Vide Government Notification Industries, Energy and Labour Department No. ULP-987/7264-Lab-2, dated 4th September 1987, published in Maharashtra Government Gazette, Part-I-L, dated 1st October 1987, at page No. 5042).

(VI) BOMBAY SHOPS AND ESTABLISHMENTS ACT, 1948

(A) Suspension as the provisions of the Act.—(1) The Government of Maharashtra, Industries, Energy, and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended here to on account of the Festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

| Festival | Provisions of Section | Period |
|----------------------------|---|--|
| Narsing Maharaj Pilgrimage | Sections 10(1), 11(1) (a), 14, 16, 18, 20, 21, 23 and 24. | 3rd November, 1987 to 12th November, 1987 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2827/Lab-9, dated 3rd August, 1987, published in Maharashtra Government Gazette, Part I-L, dated 15th October, 1987 at pages Nos. 5433 to 5434).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of

the Schedule appended hereto on account of the Festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

| Festivals | Provisions of Sections | Period |
|--------------------------|---|--|
| Takai Vithoba Pilgrimage | Sections 10(1), 11(1) (a), 14, 16, 18, 20, 21, 23 and 24. | 1st November, 1987 to 17th November, 1987 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2828/Lab-9, dated 3rd August, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 15th October, 1987 at pages Nos. 5434 to 5435).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act as shown in column 2 of the Schedule appended here to on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

| Festival | Provisions of Sections | Period |
|-------------------|---|---|
| Ramathoutsav Fair | Sections 10(1), 11(1) (a), 14, 16, 18, 20, 21, & 23 and 24. | 20th November, 1987 to 25th November, 1987 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2829/Lab-9, dated 3rd August, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 15th October, 1987 at pages Nos. 5436 to 5437).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the Act, suspended certain provisions of the said Act as shown in column 2 of the

Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

| Festival | Provisions of Sections | Period |
|-------------------|---|---|
| Kartikee Amavasya | Sections 10(1), 11(1) (a), 14, 16, 18, 20, 21, 23 and 24. | 20th November, 1987 to 21st November, 1987 (both days inclusive). |
| Datta Jayanti | Sections 10(1), 11(1) (a), 14, 16, 18, 20, 21, 23 and 24. | 3rd December, 1987 to 5th December, 1987 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2830/2831/Lab-9, dated 3rd August, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 15th October, 1987 at pages Nos. 5437 to 5438).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the Schedule appended hereto on account of the festivals shown in column 1 of the said Schedule for the periods mentioned in column 3 of the said Schedule.

Schedule

| Festival | Provisions of Sections | Period |
|--|---|---|
| Sopankaka Samadhikal Nirdal Pilgrimage | Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 & 24 | 24th December, 1987 to 29th December, 1987 (both days inclusive). |

(Vide Government Notification, Industries, Energy and Labour Department No. P-7387/CR-2832/Lab-9, dated 3rd August, 1987, published in *Maharashtra Government Gazette*, Part I-L, dated 15th October, 1987 at pages No. 5439 to 5440).

(6) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, suspended certain provisions of the said Act, as shown in column 2 of the

Notified on account of the festivals shown in column 1 of the Schedule mentioned in column 3 of the said Schedule.

Schedule

| | Provisions of Sections | Period |
|--|--|---|
| | Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 & 24. | 3rd October, 1987 to 12th October 1987 (both days inclusive). |

Government Notification, Industries, Energy and Labour Department Lab-9, dated 3rd August, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 15th October, 1987 at pages Nos. 5441 to 5442.

The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6 of the said Act, as shown in column 2 of the Schedule, has amended the Government Notification, Industries Energy and Labour Department No. CLA-1085/(862)/Lab-1, dated 18th November, 1986, as follows, namely:—

Schedule

| Festival | Provisions of Sections | Period |
|----------|--|---|
| Maharaj | Sections 10(1), 11(1)(a), 14, 16, 18, 20, 21, 23 & 24. | 17th December, 1987 to 31st December, 1987 (both days inclusive). |

Government Notification, Industries, Energy and Labour Department F. 307 CR-234 Lab-9, dated 3rd August, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 15th October, 1987, at pages Nos. 5442 to 5443.

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

(A) Amendment under the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1), (2) and (3) of section 6 and section 11 of the said Act, as amended by section 3 of the Maharashtra (Amendment) Act, 1970, constituted Shri G. Cholkar, Assistant Commissioner of Labour, Nagpur, as a member of the Bombay Vegetable Market Unprotected Labour Board, Greater Bombay, representing the State Government and also to be the Chairman of the said Board vide Shri J. F. Talwar.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/CR-11495/Lab-5, dated 8th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987, at pages Nos. 5479 to 5480).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (3), (5) and (6) of section 6 and section 11 of the said Act, nominated Shri G. V. Patilkar, Deputy Commissioner of Labour, as a Member of the Mathadi and Unprotected Labour Board, Nagpur representing the State Government and also to be the Chairman of the said Board vide Shri B. S. Patil.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/CR-11495/Lab-5, dated 8th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at pages Nos. 5479 to 5480).

(VIII) CONTRACT LABOUR (REGULATION AND ABOLITION) ACT, 1970

(A) Amendment to Notification under the Act.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 4 of the said Act, (37 of 1970), read with Rules, 3, 4, and 5 of the Maharashtra Contract Labour (Regulation and Abolition) Rules, 1971, amended the Government Notification, Industries Energy and Labour Department No. CLA-1085/(862)/Lab-1, dated 18th November, 1986, as follows, namely:—

(1) Shri Dajiba Parvat Patil, President, INTUC, Maharashtra Branch, 27-B, Bharucha Marg, Fort, Bombay 400 023.

(Vide Government Notification, Industries, Energy and Labour Department No. CLA-1085/(862)/Lab-1, dated 22nd September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at page Nos. 5481 to 5482).

(IX) BONDED LABOUR SYSTEM (ABOLITION) ACT, 1976

(A) Constitution of Vigilance Committee.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1), (2) and (3) of section 13 of the said Act, constituted the Vigilance Committee for the area comprising the Sub-Divisions of Nagpur in the District of Nagpur consisting of the following Members:—

CHAIRMAN

(1) Sub-Divisional Magistrate, Nagpur .. Under clause (a) of sub-section (3) of section 13.

MEMBERS

(2) Shri Rajkumar Nashikrao Tirpude, Nominated under clause (b) of Civil Lines, Nagpur. sub-section (3) of section 13.

(3) Shri Sampatrao Ramteke, Municipal Nominated under clause (b) of Counsellor and Bidi Labour Worker sub-section (3) of section 13. of Tahsil Kamptee.

MEMBERS—contd.

- (4) Shri Deorao Kawadoji Atram, R/o. Borkhedi, Tahsil Nagpur. Nominated under clause (b) of sub-section (3) of section 13.
- (5) Shri Farukh Nagani, Corporator, Kamptee. Nominated under clause (c) of sub-section (3) of section 13.
- (6) Shri Atmashankar Gupta, Ramfek. Nominated under clause (c) of sub-section (3) of section 13.
- (7) The Chief Executive Officer, Zilla Parishad. Nominated under clause (d) of sub-section (3) of section 13.
- (8) The Project Officer, I.R.D.P., Nagpur. Nominated under clause (d) of sub-section (3) of section 13.
- (9) The Assistant Commissioner of Labour. Nominated under clause (d) of sub-section (3) of section 13.
- (10) Shri Ashokrao Gujar, Chairman, District Central Co-operative Bank, Nagpur. Nominated under clause (e) of sub-section (3) of section 13.
- (11) Tahsildar, Nagpur (City) and Rural, Hingana, Nagpur. Nominated under clause (f) of sub-section (3) of section 13.

(Vide Government Notification, Industries, Energy and Labour Department No. BLA-1586/1045/Lab-1, dated 28th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at pages Nos. 5483 to 5484).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-sections (1), (2) and (3) of section 13 of the said Act, constituted the Vigilance Committee for the area comprising the Sub-Division of Saoner in the District of Nagpur consisting of the following Members, namely —

CHAIRMAN

- (1) Sub-Divisional Magistrate, Saoner. Under clause (a) of sub-section (3) of section 13.

MEMBERS

- (2) Shri Khusbal Kumar Tumane, R/o. Khapa, Tahsil Saoner. Nominated under clause (b) of sub-section (3) of section 13.
- (3) Shri P. G. Meshram, R/o. Badegaon, Tahsil Saoner. Nominated under clause (b) of sub-section (3) of section 13.
- (4) Shri Ashok Ramteke, R/o. Khapar-kheda, Tahsil Saoner. Nominated under clause (b) of sub-section (3) of section 13.

MEMBERS—contd.

- (5) Shri Biharilal Hiralal Paigwar, R/O. Saoner. Nominated under clause (c) of sub-section (3) of section 13.
- (6) Shri Namdeo Narayan Diwte, R/o. Saoner. Nominated under clause (c) of sub-section (3) of section 13.
- (7) Shri Baijanath Pancham Kapse, Member, Panchayat Samitee, Tahsil Kalmeshwar. Nominated under clause (d) of sub-section (3) of section 13.
- (8) Shri Anil Nathuji Dangore, Member, Panchayat Samitee R/o. Khumari, Post Mohapa, Tahsil Kalmeshwar. Nominated under clause (d) of sub-section (3) of section 13.
- (9) Shri Dhanarajjee Ulmale, Member, Zilla Parishad, R/o. Umari. Nominated under clause (d) of sub-section (3) of section 13.
- (10) Shri Babanrao Govindrao Dongre, Member, Kalmeshwar Taluka Co-op. Kharedi Vikri Sanstha, R/o. Susundri, Post Mohapa. Nominated under clause (e) of sub-section (3) of section 13.
- (11) Tahsildar, Saoner, Kalmeshwar. Nominated under clause (f) of sub-section (3) of section 13.

(Vide Government Notification, Industries, Energy and Labour Department No. BLA-1586/1048/Lab-1, dated 28th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at pages Nos. 5484 to 5485).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Sections (1), (2) and (3) of Sections 13 of the said Act, constituted the Vigilance Committee for the area comprising the Sub-Division of Katol in the District of Nagpur consisting of the following Members, namely

CHAIRMAN

- (1) Sub-Divisional Magistrate, Katol. Under clause (a) of sub-section (3) of section 13.

MEMBERS

- (2) Shri Gulabrao Patil Katol. Nominated under clause (b) of sub-section (3) of section 13.
- (3) Shri Kacharu Bagado, Dr. Ambedkar Ward, Narkhed. Nominated under clause (b) of sub-section (3) of section 13.
- (4) Shri Krishnarao Wardhe, Gondi, Khapa Post, Tahsil Katol. Nominated under clause (b) of sub-section (3) of section 13.
- (5) Shri Radhakisan Kulwal, R/o. Narkhed. Nominated under clause (c) of sub-section (3) of section 13.

MEMBERS—contd.

- (8) Smt. Chandel, Smt. Pooja, Yashwantrao Chavan, Kondhali. Nominated under clause (c) of sub-section (3) of section 13.
- (9) Keshavrao Rapurad Charde, Chairman, Zilla Parishad, Nagpur. Nominated under clause (d) of sub-section (3) of section 13.
- (10) Smt. Krishnarao Zalke, Chairman, Panchayat Samiti, Katol. Nominated under clause (d) of sub-section (3) of section 13.
- (11) Keshavrao Rapurad Charde, Chairman, Panchayat Samiti, Narkhed. Nominated under clause (d) of sub-section (3) of section 13.
- (12) The Manager, Bank of India, Katol. Nominated under clause (e) of sub-section (3) of section 13.
- (13) The Executive Magistrate, Katol. Nominated under clause (f) of sub-section (3) of section 13.

(Vide Government Notification, Industries, Energy and Labour Department No. H.A. 1587/1251/Lab-1, dated 29th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at pages Nos. 5486 to 5487.)

The Government of Maharashtra, Industries, Energy and Labour Department has constituted the powers conferred by sub-sections (1), (2) and (3) of Section 13 of the said Act, constituted the Vigilance Committee for the sub-Division of Dapoli in the District of Ratnagiri comprising the following Members, namely:—

Chairman: Under clause (a) of sub-section (1) of section 13.

- (1) The Block Development Officer, Dapoli. Nominated under clause (d) of sub-section (3) of section 13.
- (2) The Training and Visists Scheme Officer, Dapoli. Nominated under clause (d) of sub-section (3) of section 13.
- (3) The Manager, State Bank of India, Dapoli. Nominated under clause (e) of sub-section (3) of section 13.
- (4) The Executive Magistrate, Dapoli. Nominated under clause (f) of sub-section (3) of section 13.

Members—contd.

- (5) The Block Development Officer, Panchayat Samiti, Dapoli. Nominated under clause (d) of sub-section (3) of section 13.
- (6) The Training and Visists Scheme Officer, Dapoli. Nominated under clause (d) of sub-section (3) of section 13.
- (7) The Manager, State Bank of India, Dapoli. Nominated under clause (e) of sub-section (3) of section 13.
- (8) The Executive Magistrate, Dapoli. Nominated under clause (f) of sub-section (3) of section 13.

(Vide Government Notification, Industries, Energy and Labour Department No. H.A. 1587/1251/Lab-1, dated 29th September, 1987, published in Maharashtra Government Gazette, Part-I-L, dated 22nd October, 1987 at pages Nos. 5486 to 5487.)

Consumer Price Index Numbers For Industrial Workers for October 1987

BOMBAY CENTRE*

787—A rise of point

In October 1987 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 787 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 Bombay Centre.

The index number for the Food group decreased by 1 point to 877 due to a fall in the average prices of wheat edible oils, fish fresh, chillies green and onion.

The index number for the Pan, Supari and Tobacco etc. group decreased by 2 points to 853 due to a fall in the average price of pan leaf only.

The index number for the Fuel and Light group remained steady at 1059.

The index number for Housing remained steady at 211 being a six monthly item.

The index number for the Clothing, Bedding and Footwear group increased by 1 point to 676 due to a rise in the average prices of full pant and gents shoes.

The index number for the Miscellaneous group increased by 8 points to 622 due to a rise in the average prices of Toilet Soap, Medicine and Washing soap.

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 | |
|-------------------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I-A. Food | 57.1 | 878 | 877 |
| I-B. Pan, Supari, Tobacco, etc. | 4.9 | 855 | 853 |
| II. Fuel and Light | 5.0 | 1059 | 1059 |
| III. Housing | 4.6 | 211 | 211 |
| IV. Clothing, Bedding and Foot-Wear | 9.4 | 675 | 676 |
| V. Miscellaneous | 19.0 | 614 | 622 |
| Total | .... | .... | .... |
| Consumer Price Index Number .. | 100 00 | 786 | 787 |

*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 605 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.

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SOLAPUR CENTRE*

766—A rise of 7 points

In October 1987 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 766 being 7 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 9 points to 830 due to a rise in the average prices of Rice, Jowar, Groundnut oil, Palm oil, Garlic and Gur.

The Index number for the Pan, Supari and Tobacco etc. group increased by 25 points to 730 due to a rise/in the average prices of Pan leaf and Supari.

The index number for the Fuel and Light group steady at 826.

The index number for Housing remained steady at 331 being a six monthly item.

The index number for Clothing, Bedding and Footwear group increased by 4 points to 668 due to a rise in the average price of markin only.

The index number for the Miscellaneous group remained steady at 669.

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 | |
|---------------------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I-A. Food | 63.0 | 821 | 830 |
| I-B. Pan, Supari, Tobacco etc. | 3.4 | 705 | 730 |
| II. Fuel and Light | 7.1 | 826 | 826 |
| III. Housing | 5.2 | 331 | 331 |
| IV. Clothing, Bedding and Footwear .. | 9.0 | 664 | 668 |
| V. Miscellaneous | 12.3 | 669 | 669 |
| Total | 100.00 | .... | .... |
| Consumer Price Index Number | .... | 759 | 766 |

*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.

* Decreased by 1 point to 627 due to fall in the average price of har oil only.

NAGPUR CENTRE*

747—A rise of 12 points.

In October 1987 the Consumer Price Index Number for Working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 747 being 12 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the Food group increased by 24 points to 805 due to a rise in the average prices of Rice, Grinding charges, Arhar dal, Gram dal, Oils and Fats sub group (except Vanaspati), Ghee, Chillies dry and Gur.

The index number for the Pan, Supari and Tobacco etc. group steady at 926.

The index number for the Fuel and Light group decreased by 10 points to 976 due to a fall in the average price of coke only.

The index number for Housing remained steady at 469 being a six monthly item.

The index number for Clothing, Bedding and Footwear group steady at 652

The index number for the Miscellaneous group remained steady at 597.

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

(Average prices for the calendar year 1960=100)

| Group | Weights proportional to the total expenditure | Group Index Numbers | |
|------------------------------------|---|---------------------|--------------|
| | | September 1987 | October 1987 |
| I-A. Food | 57.2 | 781 | 805 |
| I-B. Pan, Supari, Tobacco, etc. | 3.8 | 926 | 926 |
| II. Fuel and Light | 5.7 | 986 | 976 |
| III. Housing | 6.6 | 469 | 469 |
| IV. Clothing, Bedding and Footwear | 10.9 | 652 | 652 |
| V. Miscellaneous | 15.8 | 597 | 597 |
| Total | 100.00 | ..... | ..... |
| Consumer Price Index Number | ..... | 735 | 747 |

*Details regarding the scope and method of compilation of the Index may be seen on pages 171 to 173 of January 1966 issue of Labour Gazette.

Notes—For arriving at the old Index Number (1959=100), the new Index Number should be multiplied by the linking factor 0.933.

PUNE CENTRE*

685—A fall of 7 points

In October 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 685 being 7 points lower than that in previous month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Pune Centre.

The index number for the food group decreased by 14 points to 773 due to fall in the average prices of jowar, bajri, fresh fish, potatoes, other vegetables and banana.

The index number for the fuel and light group increased by 19 points to 880 due to a rise in the average prices of firewood and Charcoal.

The index number for housing remains steady at 170 being a six monthly item.

The index number for clothing and footwear decreased by 2 points to 647 due to a fall in the price of coloured poplin only.

The index number for the miscellaneous group decreased by 2 point to 566 due to a fall in the prices of pan leaf, supari and glycydin turf vasaka.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

| Groups | Weight proportional to total expenditure | Group Index Numbers | |
|-----------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I. Food | 55.85 | 787 | 773 |
| II. Fuel and Light | 6.89 | 861 | 880 |
| III. Housing | 6.65 | 170 | 170 |
| IV. Clothing and Footwear | 10.31 | 649 | 647 |
| V. Miscellaneous | 20.30 | 567 | 566 |
| Total | 100.00 | ..... | ..... |
| Consumer Price Index Number | ..... | 692 | 685 |

*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*

721—A fall of 2 points

In October 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961 equal to 100 was 721 being 2 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centres.

The index number for the Food group Decreased by 3 points to 785 due to a fall in the average prices of Rice, Wheat, Moongdal, Groundnut Oil and other vegetable.

The index number for the Fuel and Light group remain steady at 1029.

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

The index number for the clothing and footwear group remain steady at 682.

The index number for the miscellaneous group remain steady at 563.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR JALGAON CENTRE

(Average prices for the calendar year 1961=100)

| Groups | Weight proportional to the total expenditure | Group Index Numbers | |
|--------------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I. Food | 60.79 | 788 | 785 |
| II. Fuel and Light | 7.20 | 1029 | 1029 |
| III. Housing | 6.11 | 188 | 188 |
| IV. Clothing and Footwear | 10.29 | 682 | 682 |
| V. Miscellaneous | 15.61 | 563 | 563 |
| Total | 100.00 | .... | .... |
| Consumer Price Index Number .. | .... | 723 | 721 |

*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 of base 1961=100 should be multiplied by the linking fact or viz 5.29.

NANDED CENTRE*

749—A fall of 5 points

In October 1987 the Consumer Price Index Number for Industrial Workers (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 749 being 5 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group decreased by 9 points to 787 due to a fall in the average prices of wheat, jowar, moongdal, groundnut oil, onions and vegetables.

The index number for the Fuel and Light group remained steady at 931.

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

The index number for the clothing and footwear group increased by 5 point to 700 due to a rise in the average prices of longcloth only.

The index number for the miscellaneous group decreased by 2 points to 680 due to a fall in the average prices of supari only.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR NANDED CITY

(Average price for the calendar year 1961=100)

| Groups | Weight proportional to total expenditure | Group Index Numbers | |
|--------------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I. Food | 61.46 | 796 | 787 |
| II. Fuel and Light | 5.88 | 931 | 931 |
| III. Housing | 4.62 | 386 | 386 |
| IV. Clothing and Footwear | 12.22 | 696 | 700 |
| V. Miscellaneous | 15.82 | 682 | 680 |
| Total | 100.00 | .... | .... |
| Consumer Price Index Number .. | .... | 754 | 749 |

*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. 2.45.

AURANGABAD CENTRE*

786—A fall of 7 points

In October 1987 the Consumer Price Index Number for Industrial Workers (New Series) for Aurangabad Centre with base year 1961 equal to 100 was being 7 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey Aurangabad Centre.

The index number for the food group decreased by 11 points to 888 due to rise in the average prices of rice, wheat, jowar, turdal, onions, other vegetables and banana.

The index number for the fuel and light group remained steady at 830.

The index number for housing remains steady 333 being a six monthly item.

The index number for clothing and footwear group remained steady at 692.

The index number for the miscellaneous group increased by 1 point to 667 due to a rise in the average price of toilet soap (Hamam.)

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR AURANGABAD CENTRE

(Average price for the calendar year 1961=100)

| Groups | Weight proportional to total expenditure | Group Index Numbers | |
|-----------------------------|--|---------------------|--------------|
| | | September 1987 | October 1987 |
| I. Food | 60.72 | 899 | 888 |
| II. Fuel and Light | 7.50 | 830 | 830 |
| III. Housing | 8.87 | 333 | 333 |
| IV. Clothing and Footwear | 9.29 | 692 | 692 |
| V. Miscellaneous | 13.62 | 666 | 667 |
| Total | 100.00 | .... | .... |
| Consumer Price Index Number | .... | 793 | 786 |

*Details regarding 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 on base 1961=100 should be multiplied by the linking factor viz. 2.15.

ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from November 1986 to October 1987 are given in the following table —

TABLE

| Month (1) | Base | |
|----------------|-----------------|-----------------|
| | 1961=100 (2) | 1969=100 (3) |
| November 1986 | 692 | 841 |
| December 1986 | 688 | 836 |
| January 1987 | 688 | 836 |
| February 1987 | 686 | 834 |
| March 1987 | 686 | 834 |
| April 1987 | 691 | 840 |
| May 1987 | 703 | 854 |
| June 1987 | 715 | 868 |
| July 1987 | 724 | 880 |
| August 1987 | 736 | 893 |
| September 1987 | 745 | 903 |
| October 1987 | 750 | 912 |

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF OCTOBER 1987

| Centre | I | Base | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|------------|----|----------|-----|------|------|-----|-----|-----|-----|-------|-----|-------|----|
| | | 2 | 2 | | | | | | | | | | |
| Bombay | .. | 1960=100 | 877 | 853 | 1059 | 211 | 676 | 622 | 787 | 3,494 | 786 | 3,490 | |
| Solapur | .. | 1960=100 | 830 | 731 | 826 | 331 | 668 | 669 | 766 | 2,926 | 759 | 2,899 | |
| Nagpur | .. | 1960=100 | 805 | 926 | 976 | 469 | 652 | 597 | 747 | 3,899 | 735 | 3,837 | |
| Pune | .. | 1961=100 | 773 | .... | 880 | 170 | 647 | 566 | 685 | .... | 692 | .... |  |
| Jalgaon | .. | 1961=100 | 785 | .... | 1029 | 188 | 682 | 563 | 721 | 3,814 | 723 | 3,825 | |
| Nanded | .. | 1961=100 | 787 | .... | 931 | 386 | 700 | 680 | 749 | 1,835 | 754 | 1,847 | |
| Aurangabad | .. | 1961=100 | 888 | .... | 830 | 333 | 692 | 667 | 786 | 1,745 | 793 | 1,760 | |

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

BOMBAY: 4.44, SOLAPUR: 3.82, NAGPUR: 5.22, JALGAON: 5.29, NANDED: 2.45, AURANGABAD: 2.22

Labour Intelligence

INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF SEPTEMBER 1987

Industrial Courts, Tribunal and Labour Courts

In all 2562 applications were received by the Industrial Courts, Tribunals and Labour Court during the month. Their break-up are as under:—

| Serial No. | Name of the Industrial Court/Tribunal and Labour Court | No. of applications, etc., received during the month under the— | | | Total |
|---|--|---|----------------|------------|-------|
| | | B.I.R. Act, 1946 | I.D. Act, 1947 | Other Acts | |
| 1 | 2 | 3 | 4 | 5 | 6 |
| I. Industrial Courts/Tribunals.— | | | | | |
| 1 | Industrial Court, Bombay | 28 | 30 | 135 | 193 |
| 2 | Industrial Tribunal, Bombay | 6 | .. | 67 | 73 |
| 3 | Industrial Court, Nagpur | .. | .. | .. | .. |
| 4 | Industrial Tribunal, Nagpur | .. | .. | .. | .. |
| 5 | Industrial Court, Pune | .. | 4 | 84 | 88 |
| 6 | Industrial Tribunal, Pune | .. | .. | .. | .. |
| 7 | Industrial Court, Thane | 1 | 5 | 59 | 65 |
| 8 | Industrial Tribunal, Thane | .. | .. | .. | .. |
| 9 | Industrial Court, Kolhapur | 3 | .. | 33 | 36 |
| 10 | Industrial Tribunal, Kolhapur | .. | .. | .. | .. |
| 11 | Industrial Court, Amravati | .. | 1 | 36 | 37 |
| 12 | Industrial Tribunal, Amravati | .. | .. | .. | .. |
| 13 | Industrial Court, Nashik | .. | 2 | 121 | 123 |
| 14 | Industrial Tribunal, Nashik | .. | .. | .. | .. |
| 15 | Industrial Court, Ahmednagar | 8 | .. | 28 | 36 |
| 16 | Industrial Tribunal, Aurangabad | .. | .. | .. | .. |
| 17 | Industrial Court, Solapur | 3 | .. | 29 | 32 |
| Total | | 49 | 42 | 482 | 573 |
| II. Labour Courts— | | | | | |
| 1 | Labour Court, Bombay | 52 | 73 | 229 | 354 |
| 2 | Labour Court, Pune | 1 | 49 | 58 | 108 |
| 3 | Labour Court, Nagpur | 9 | 71 | 87 | 167 |
| 4 | Labour Court, Thane | 3 | 57 | 75 | 135 |
| 5 | Labour Court, Kolhapur | .. | 35 | 48 | 83 |
| 6 | Labour Court, Solapur | 4 | 141 | 67 | 212 |
| 7 | Labour Court, Akola | .. | 32 | 20 | 52 |
| 8 | Labour Court, Nashik | .. | 2 | 65 | 67 |
| 9 | Labour Court, Aurangabad | .. | 18 | 61 | 79 |
| 10 | Labour Court, Dhule | .. | 4 | 20 | 24 |
| 11 | Labour Court, Sangli | .. | 98 | 51 | 149 |
| 12 | Labour Court, Amravati | 1 | 9 | 59 | 69 |
| 13 | Labour Court, Jalgaon | 1 | 107 | 21 | 129 |
| 14 | Labour Court, Bhandara | .. | 286 | 30 | 316 |
| 15 | Labour Court, Ahmednagar | 2 | 1 | 19 | 22 |
| 16 | Labour Court, Latur | .. | .. | 23 | 23 |
| Total | | 73 | 983 | 933 | 1,989 |

The following references were received by the Wage Boards during the month under review:—

| | | |
|---------------------------------|----|------|
| (1) Cotton Textile Industry | .. | 1 |
| (2) Silk Textile Industry | .. | 15 |
| (3) Sugar Industry | .. | Nil. |
| (4) Co-operative Banks Industry | .. | Nil. |

Conciliation

An analysis of disputes handled by the Conciliation machinery in the State during September 1987 under various Acts 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 | 2 | 3 | 4 |
| (1) Industrial Disputes Act, 1947 | 83 | 35 | 118 |
| (2) Bombay Industrial Relations Act, 1946 | 4 | 7 | 11 |
| (3) Bombay Industrial Relations (Extensions and Amendment) Act, 1964. | 2 | 5 | 7 |
| Total .. | 89 | 47 | 136 |

(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 | Withdrawn or not pursued by parties | Closed | Total (4 to 7) | Pending at the end of the month |
|------------------------------------|---------------------------------------|--|------------------|------------------|-------------------------------------|-----------|----------------|---------------------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| I. D. Act, 1947 | 976 | 431 | 63 | 169 | 45 | 22 | 299 | 1,108 |
| B. I. R. Act, 1946 | 87 | 12 | 4 | 6 | 5 | .. | 15 | 84 |
| B.I.R. (Ext. and Amdt.) Act, 1964. | 43 | 9 | .. | 7 | 1 | .. | 8 | 44 |
| Total | 1,106 | 452 | 67 | 182 | 51 | 22 | 322 | 1,236 |

Industrywise and Districtwise 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 | Woolen | Textile Processing | Hosiery | Banking | Sugar | Misc. | Trans-Port | Total |
|------------------|----------------|--------------|--------|--------------------|---------|---------|-------|-------|------------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| B.I.R. Act, 1946 | 2 | .. | .. | 1 | 1 | 4 | .. | 1 | 2 | 11 |

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

District-wise analysis is given below :-

| Act | Kokan | Pune | Nashik | Nagpur | Nanded | Auranga-bad | Amravati | Total |
|--------------------|-------|------|--------|--------|--------|-------------|----------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| B. I. R. Act, 1946 | .. | 10 | .. | .. | .. | .. | 1 | 11 |

| Act | Akola | Gadchiroli | Wardha | Chanda | Nagpur | Bhandara | Total |
|--|-------|------------|--------|--------|--------|----------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| B. I. R. (Extension and Amendment) Act, 1964 | 2 | .. | .. | .. | 5 | .. | 7 |

INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING SEPTEMBER 1987

| | September 1987 | August 1987 | September 1986 |
|-------------------------|----------------|-------------|----------------|
| No. of Disputes | 48 | 50 | 61 |
| No. of Workers involved | 9,306 | 9,571 | 10,818 |
| No. of Mandays lost | 2,32,406 | 2,38,392 | 2,05,995 |

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 | Started during the total month i.e. | Total | | |
| 1 | 2 | 3 | 4 | 5 | 6 |
| Textile | 2 | .. | 2 | 45 | 1,695 |
| Engineering | 24 | .. | 24 | 4,077 | 96,254 |
| Chemical | 3 | .. | 3 | 565 | 17,507 |
| Miscellaneous | 17 | 2 | 19 | 4,619 | 1,16,950 |
| September 1987 Total | 46 | 2 | 48 | 9,306 | 2,32,406 |
| August 1987 | .. | .. | 50 | 9,571 | 2,38,392 |

22 of the 48 disputes arose over question of "pay, allowances and bonus issues" 1 related to "retrenchment and grievances about personnel", and the remaining 25 were due to other causes.

Out of the 4 disputes that terminated during the course of the month 1 dispute was settled entirely in favour of the workers and 3 unsuccessful.

Note.—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 DETAILS INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF SEPTEMBER, 1987

| Serial No. | Name of the Concern | Sector | S/L | Reason | Date of Work Stoppages | | No. of Workers Involved | Mandays | | Remarks |
|------------|---|--------|-----|-----------------------|------------------------|-------|-------------------------|-----------------------|----------------------------------|------------|
| | | | | | Began | Ended | | Lost during the month | Lost till the close of the month | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 | Bombay— Bombay Tyres Pvt. Ltd., Vidyanagar Marg, Kalina Bombay-400 098. | Pvt. | S. | Indiscipline | 11-7-1984 | .. | 825 | 16,172 | 6,07,122 | Continued. |
| 2 | Bombay— Bombay Tyres International Ltd., Hay Road, S. V. Road, Bombay-400 033. | Pvt. | L | Do. | 8-10-1 | .. | 2,316 | 55,926 | 6,63,559 | Do. |
| 3 | Aurangabad— Automobile Products of India Ltd., MIDC Area, Chikalthana, Aurangabad 431 210. | Pvt. | L | Do. | 29-11-1986 | .. | 962 | 23,478 | 2,41,004 | Do. |
| 4 | Thane— The Indian Smelting and Refining Co. Ltd., 1st Floor, 1st Road, Thane-400 606. | Pvt. | S. | Wages and Allowances. | 10-1-1987 | .. | 491 | 10,970 | 1,03,906 | Do. |

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