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# LABOUR GAZETTE

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### LABOUR GAZETTE

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

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# LABOUR GAZETTE

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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 the working class for the month of April 1988, with average price for the year ended December, 1960 equal to 100 were 837, 763 and 797 respectively. The Pune, Jalgaon, Nanded and Aurangabad Consumer Price Index numbers for working class for the month of April 1988, with the average prices for the year ended December 1961 equal to 100 were 705, 743, 796 and 795 respectively.

### All India Average Consumer Price Index Numbers for Industrial Workers

All India Average Consumer Price Index Numbers for Industrial Workers (Central base 1960 = 100 for April 1988 was 763 as compared to 753 in March 1988. On base 1949 = 100 derived from 1960 based Index worked out to 937 as against 915 for March 1988.

### Industrial Disputes in Maharashtra State

During the month of March 1988 there were 47 disputes involving 11,258 workmen and time loss of 2,98,396 mandays as compared to 42 disputes in February 1988 involving 13,032 workmen and time loss of 2,89,720 mandays.

Further particulars of Industrial Disputes are given at pages 608 to 610 of this issue.

### Benefits under the Employees State Insurance Scheme

During the month of April 1988, 57,079 workers were paid Rs. 58,47,531.60 on account of sickness and Rs. 4,31,291.50 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc., 19,543 workers were paid Rs. 51,34,191.55 on account of accidents as employment injury which included 8,655 cases for the permanent disablement and 3,065 for pension to the dependents/families due to the death of the workers in the accidents.

## Current Notes

### Bidi workers continue to be exploited

Though bidi making is flourishing as a cottage industry in Madhya Pradesh, thousands of people engaged in it continue to be exploited.

A major factor for the growth of the industry is the availability of cheap labour. Besides the forests are rich in tendu leaves, the main raw material for bidi.

According to unofficial estimates, more than 15 lakh people, including women and children, are engaged in bidi-rolling. Official records put the number at little above three lakh. There are early 300 firms.

Shri P. N. Telang, member of the Central Advisory Committee of Bidi Workers Welfare Fund said only 3.07 lakh bidi workers of the State were accredited with the labour department and entitled for facilities provided under the Bidi Labour Welfare Fund Scheme.

Under the scheme, only accredited workers were entitled for free medical aid, educational scholarships for their children, interest-free housing loan and subsistence allowance in the event of occupational hazards like tuberculosis and cancer.

Though bidi rolling is a cottage industry, spread even to the far flung rural areas, workers engaged in it remain unorganised and often become victims of exploitation by the 'sattedars' (commission agents) and the factory owners.

In most cases, the entire family is engaged a though all of them are not counted as workers.

Rough estimates show at least 20 crores bidis are rolled in the State daily, making the industry a multi-crore business engaging the highest number of people after agriculture.

Shri Telang alleged that industrialists were causing hinderances in providing facilities to the workers as their employees.

The industrialists, he said were openly flouting the Supreme Court's ruling of January 31, 1974, which said a bidi labourer is the direct servant of a bidi industrialist and is entitled to get all benefit according to labour laws.

Shri Telang, who had headed a committee appointed by the Madhya Pradesh Government in 1972 to study the problem of bidi workers, said the industrialists had devised a method of appointing "sattedars" (commission agents) to escape the provisions of labour laws. Under this system,

the bidi labourers get the raw material from the sattedars pays Rs. 10.50 per sattedars and supply the rolled bidi to them. The one thousand bidis, besides a commission of 50 paise per 1000 bidis.

To escape the provisions of labour laws, the factory owners do not keep the workers on their rolls permanently. Though the entire family, including women and children, are engaged in bidi rolling, the name of only one member is listed in the rolls of the sattedar. After two or three months, the worker's name is changed with the name of another member of the family.

To bidi workers do not get the minimum wages as the sattedars often reject a sizeable number of bidis as sub-standard, which are often purchased by the sattedars themselves at reduced rates.

Two memorandums submitted to Prime Minister Rajiv Gandhi and Madhya Pradesh Chief Minister Arjun Singh recently. Shri Telang demanded that non-official committees should be constituted at the State-level to monitor the implementation of the welfare fund scheme for bidi workers. He also demanded an impartial inquiry to assess whether the welfare schemes were actually benefiting the bidi workers.

(*Indian Worker*, dated 11th, 18th and 25th April 1988).

### ILO Feature —

#### Employment situation is worst ever

Global unemployment is still unacceptably high but at long last there are signs that it has bottomed out, particularly in Latin America. Yet women and young people are still the hardest hit everywhere.

Between 1985 and 1986 unemployment fell in 31 countries while it increased in only 12 countries, according to data compiled in the latest volume of the ILO's "Year Book of Labour Statistics".

The brightest spots on the unemployment map in 1986 were Switzerland with the lowest rate of 0.8 per cent, followed by Luxembourg with 1.5 per cent, China and Norway with 2 per cent, and Japan and Hong Kong with 2.8 per cent.

Among the developing countries, Latin America and the Caribbean had had the highest rates of unemployment—but they also showed the greatest overall improvement with declines in 11 out of 13 countries. For Chile the jobless rate dropped from 12.1 per cent, Colombia from 14 per cent to 13 per cent, Panama from 12.3 per cent to 10.2 per cent, Peru from 11.8 per cent, to 8.2 per cent, Puerto Rico from 21.8 per cent to 18.9 per cent, Uruguay from 13 per cent to 11.4 per cent and Venezuela from 14 per cent to 10.3 per cent. The two countries showing increases were Volivia from 12 per cent to 20 per cent) and Guatemala (from 12 per cent to 14.2 per cent).



In the Asian region unemployment went up in Singapore (from 4.1 per cent to 6.5 per cent) while it fell in Hong Kong (from 3.2 per cent to 2.8 per cent) and the Republic of Korea (from 4 per cent to 3.8 per cent).

The downward trend was also found in 17 of the 23 developed countries. For example: Belgium from 13.3 per cent to 12.3 per cent, Canada from 10.5 per cent to 9.6 per cent, the Federal Republic of Germany from 9.3 per cent to 9 per cent, Spain from 21.9 per cent to 21.5 per cent and the United States from 7.1 per cent to 6.9 per cent. The United Kingdom's rate remained at 11.9 per cent but Austria's inched up from 4.8 per cent to 5.2 per cent. Ireland's from 17.8 per cent to 18.2 per cent. Italy's from 10.3 per cent to 11.1 per cent and Yugoslavia's from 13.8 per cent to 14.1 per cent.

Women had some good news: their proportion in the workforce climbed in many parts of the world in 1986. But at the same time unemployment weighted more heavily on women than on men almost everywhere.

Women comprised about 40 per cent of the employed population in the Western industrialised countries, with figures ranging from 29.2 per cent in the United States to 47.6 per cent in Sweden.

In Eastern Europe the proportion of women in employment was generally high—such as 46.1 per cent in Hungary, 46.3 per cent in Czechoslovakia and 49.1 per cent in the German Democratic Republic.

Meanwhile, in the developing countries it varied from 6.2 per cent in Niger to 39.8 per cent in the Republic of Korea, according to the Year Book,

Compared with men, jobless rates were more than double for women in some developed countries in 1986. In Belgium the rate was 17.9 per cent for women and 8.6 per cent for men, in Greece 11.9 and 5.1 per cent, and in Italy 17.8 and 7.4 per cent. In Australia, the Federal Republic of Germany, Japan and the United States the differences were less than 2 percentage points. Only Finland, Ireland and Malta reported lower unemployment rates for women than for men with rates respectively of 4.6 and 6.1 percentage.

*(Indian Worker, dated 11th, 18th and 25th April 1988).*

#### **Productivity way behind investments: Nakatani**

The assistant director-general of International Labour Organisation (ILO), Mr. Shigeru Nakatani, had recently said that the level of labour productivity in India had not kept pace with substantial increases in fixed capital investments per worker over the past decade.

This, he said, was due to the growing gap between scientific and technological capability and the ability to organise and manage human and physical resources.

Mr. Nakatani was delivering the foundation day lecture of the National Productivity Council (NPC) on the theme "Productivity people and technology."

He said as managers and employers had to establish sound labour-management relations by adopting humanistic, communicative approaches, the workers and their trade unions were supposed to realise their responsibility in increasing productivity of the enterprise.

Referring to the "success story" of Maruti Udyog, Mr. Nakatani attributed its high productivity to its organisation structure.

A sound organisation structure he said, minimised distinction between employees, put emphasis on career development programme, teamwork and involvement in company task through small-group activities and a suggestion scheme, as also free communication and information-sharing.

stressing the need to enhance labour productivity, he said In order to reap the full benefits of high technology, it was necessary to foster and nourish a "productivity culture."

This could be achieved by developing a well-trained workforce committed to goals of higher productivity and better quality and managerial competence by adopting a strong and long-term training and education policy.

Pointing out the major role that productivity played in bringing about an increase in the GNP and thereby improve standard of living. Mr. Nakatani advised the developing countries to introduce advanced production technologies on a selective basis.

Mr. Nakatani said the rapidly advancing technology in areas such as computers, micro-electronics, fibre optics, tele-communications, lasers, genetic engineering new materials, new sources of energy and many other areas, had a profound impact on society in general and productivity in particular.

A recent work by the ILO had shown that much of the gains from the new technology could be derived by suitably blending it with traditional skills, knowhow and managerial abilities, he added.

*(Indian Worker, dated 11th, 18th and 25th April 1988).*

#### **NTC to Revamp sick mills**

As part of its new long-term strategy to bring about a turn-around, the National Textile Corporation has decided to amalgamate 21 composite mills into viable units and make substantial investments for their modernisation.

Announcing this at a press conference here on April 12, the Textiles Minister, Shri R. N. Mirdha, said surplus workers in those units would be shed under a revised voluntary retirement scheme.

Under this golden hand-shake scheme workers would be entitled to double the compensation normally available under the present law.

As part of the scheme, a large number of mills located wall to wall in Kanpur, Indore, Calcutta, Ahmedabad and Bombay, would be merged into viable units.

Shri Mirdha said that the long-term strategy covered among other things, restructuring of the mills, amalgamation of non-viable mills with viable ones, increased production of blended fabrics and yarns, reduced dependence on high cost cotton and greater push in exports.

The Minister said the Rs. 100 crore financial assistance which IDBI had agreed to provide to NTC under the textile modernisation fund would be utilised primarily on amalgamation. In addition some of the individual units which were viable would also be covered. Selective modernisation would be based primarily on identification of products which had substantial market and would not be merely replacement of old machines by more modern ones.

He said a dialogue had been started with the central trade unions in regard to enforcement of standard work-norms. Wage increase would be linked to enforcement of the norms and rationalisation.

Shri Mirdha said NTC had appointed various consultancy organisations to prepare time bound schemes for amalgamation and modernisation. Initially 34 mills had been identified. Proposals in respect of 14 units had already gone to IDBI.

New projects to be financed under the scheme include non-woven fabrics, wider-width sheetings, longer defect-free blended fabrics and towels.

According to a study made by the NTC, 56 nationalised mills out of 109 with NTC, were responsible for 85 per cent of the total losses suffered by the mills. In case of 32 mills, the net loss was more than 50 per cent of the production value. Some of the mills, particularly in West Bengal, were losing even more than the value of production.

The Minister said a greater push would be made in the direction of exports which touched a value of Rs. 40 crore in 1986-87. He said NTC had asked for a revision of the formula under which prices of controlled cloth and polyester cotton shirting and Sulabh cloth were fixed to allow reasonable return on investment of capital employed.

*(Indian Worker, dated 11th, 18th and 25th April 1988).*

#### **Provident fund dues**

According to the Union Minister of Labour Mr. Jagdish Tytler, a sum of Rs. 1,280.21 lakhs was due towards provident Fund from unexempted public sector enterprises, including the NTC upto March 31, last. He added that the Employees Provident Fund authorities are taking action against the defaulters to realise the outstanding dues.

*(EFI Bulletin, dated 15th May 1988).*

#### **Bill on provident fund passed**

The Employee's Provident Fund and Miscellaneous Provisions (Amendment) Bill providing for increasing the maximum rate of provident fund from 6.25 per cent to 8.33 per cent of the wages was passed by the Lok Sabha on May 10, 1988 and adopted by the Rajya Sabha on May 13, 1988. Among other things, the Bill makes an enabling provision for raising the rate of contribution from 8.33 per cent to 10 per cent.

*(EFI Bulletin, dated 15th May 1988).*

#### **More women joining work : ILO survey**

According to the International Labour Organisation's statistics, an increasing number of women throughout the world are joining the workforce by acquiring permanent jobs. Twenty-one developed and 13 developing countries registered an increase in the number of working women during 1982-85. Although there is no great difference in unemployment rates for men and women in the third world, there are discrepancies. For instance, Netherlands Antilles the women's unemployment rate was twice that of men, just the opposite was true in the Republic of Korea. The number of developed countries where women's unemployment was higher than men's rose from 15 to 18 between 1982 and 1985. In addition, where total unemployment rose the female workers took a heavier toll, while where general unemployment declined women were slower to acquire jobs.

The study observed that the phenomenon according to which female unemployment grows more quickly and decreases at a lesser rate than male unemployment now affects 14 out of 25 industrialised countries and 9 out of 16 developing countries. This was particularly evident in Austria, Canada, Denmark, Spain, USA, Switzerland, the Netherlands Antilles, Barbados, Hong Kong, Puerto Rico and Venezuela. On the other hand, female employment did show a moderate increase in many parts of the world. In most developed countries women made up 35 to 45 per cent of the employed population. In Latin America and the Caribbean the number of women in the employed population ranged from 26 per cent in Costa Rica to 44 per cent in Barbados. Asian countries, however showed less fluctuations, from 36 per cent in Singapore to 39 per cent in the Republic of Korea. Higher rates of increase in the number of women employed were found in Uruguay (from 38 to 41 per cent) New Zealand (from 34 to 36 per cent) Luxembourg (from 32 to 34 per cent) and the Netherlands (from 33 to 35 per cent). However, a decrease in the employed female population was registered in Australia from 34 to 37 per cent.

*(EFI Bulletin, dated 1st May 1988).*

#### **New wage-fixing system in Brazil**

Wages in Brazil have been seriously affected, by the inflation that has long plagued the country's economy. From August 1985 to January 1986 according to the Inter-Union Department of Statistics and Socio-Economic



Studies (DIEESE), a trade union research centre, the Sao Paulo cost-of-living index continued to rise as it has done since 1984, posting an increase of 282.6 per cent for the period, with an unprecedented 18.8 per cent jump in the month of January 1986. The 1985 average real minimum wage fell from 628,123 cruzados in 1984 to 602,655 cruzados in 1985 (1 US\$ = 17.50 Cruz). In addition to the loss of income there was an increase in unemployment throughout the country, which reached 9 per cent at the end of 1985.

The adoption of extensive new wage legislation has set the ground-rules for a two-pronged approach to wage indexation. The first calls for the periodic wage revision as a function of changes in the official consumer price index. The second ties all increases in real wages to productivity gains. The starting wages of new employees are freely established through individual employment contracts. Under section 444 of the Labour Code, the terms of such contracts may be agreed upon freely by the parties concerned, as long as they do not contravene provisions for the protection of labour. Thus, starting wages are set by tacit or express agreement, orally or in writing, between the employer and the worker. Wage disagreements which cannot be settled directly, are submitted for arbitration to the Labour Courts' Conciliation Councils (under section 460 of the Labour Code).

The free settlement of wages is subject, nevertheless to the limitations imposed by the three kinds of mandatory wages (the minimum wage, the occupational wage and the wage threshold.).

(i) *The Minimum Wage* : The minimum wage is fixed by executive decree on the first day of May of each. The Labour Code defines "minimum wage" as the minimum remuneration payable and paid directly by the employer to an employee, irrespective of sex, for a normal day's work, which is sufficient to satisfy his normal needs as regards food, housing, clothing health and transportation. The provisions apply also to rural workers, but not to apprentices or domestic employees. In 1985 the minimum wage, which had previously varied from region to region, was unified for the whole country.

(ii) *The occupational wage* : The law also establishes minimum levels of remuneration for certain occupations. Such is the case for physicians, dentists, laboratory and radiology technicians and engineers, chemists, architects, agronomists and veterinarians. The occupational wage is equivalent to a specified multiple of the minimum wage.

(iii) *The wage threshold* : The wage threshold is the minimum remuneration that may be paid in certain occupational categories. It is expressed as a supplement to the minimum wage and fixed by collective agreements. Labour Courts, which settle disputes concerning collective agreements establish wage standards which are also expressed in terms of supplements to the minimum wage.

Wage rises through collective agreements, previously carried out every six months, were put on an annual basis; 60 per cent of this automatic wage adjustment being based on the consumer price index the remaining 40 per cent being left to collective bargaining. The plan also introduced Brazil's first "sliding scale" for wages, ensuring that whenever the price index increases by more than 20 per cent, wages will be raised proportionately. From its institution in March 1986 through December of the same year, this automatic wage adjustment never came into play, as the consumer price index never increased by more than 20 per cent. Despite this automatic and binding wage-fixing machinery, collective bargaining proved to be the principal method for fixing wages. It afforded workers greater increases than those established by law and the wage bill showed a real increase of around 28 per cent. In conjunction with the price freeze this increased consumer demand, thereby stimulating the economy, creating new enterprises reducing unemployment and bringing about a general rise in wages. There were, however, two problems. Industry was unable to meet the increased demand, and certain prices were frozen at levels that made it impossible for enterprises to cover costs and still ensure a reasonable profit margin. This led to a scarcity of certain consumer products and to illegal premiums over and above the officially established price levels in certain industrial sectors.

*Wage determination in the private sector*: Wages in this sector are set in a variety of ways. Starting wages are fixed through individual contracts of employment and merit promotions, seniority and post assignments are subsequently taken into account. The general minimum wage and wage adjustments are established by decree. The law defines the remuneration of certain occupational categories, particularly at professional level. Nevertheless, collective agreements continue to play an increasingly important role in securing real increases in wages as a function of the enterprise's productivity and profitability, in boosting extra pay for overtime, which in some cases reaches 100 per cent, and in setting thresholds, which represent the minimum wage for specific sectors. The Labour Courts which settle collective disputes, have a role in fixing wages when negotiations between the parties have failed. There is no recourse to optional forms of arbitration.

(EFI Bulletin, dated 1st May 1988).



## Gist of Important Notifications under Various Labour Laws

### INDUSTRIAL DISPUTES ACT, 1947.

(A) *Appoint 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 from the date of taking over charge Shri S. C. Bhosale, Judge, Labour Court, Pune to be the Presiding Officer of the Labour Court, Bombay in place of Shri C. S. Yadav.

(Vide Government Notification Industries, Energy and Labour Department No. IDA. 0288/(7467)/Lab-2, dated 26th February, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988, at page No. 537).

(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 with effect from the date of taking over charge Shri L. V. Patil, Additional District Judge, Raigad to be Presiding Officer of the Industrial Tribunal, Thane in place of Shri S. R. Shinde.

(Vide Government Notification Industries, Energy and Labour Department No. IDA-1388/7514/Lab-2, dated 28th March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April, 1988, at page No. 623).

(B) *Declaration of Public Utility Service.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-clause (vi) of the clause (n) of Section 2 of the said Act, declared "Industry engaged in the assembly, manufacture or overhead of aircrafts and their components" to be a Public Utility Service for the purpose of the said Act, for a further period of six month, commencing from 28th February, 1988.

(Vide Government Notification Industries, Energy and Labour Department No. IDA-288/(7458)/Lab-2, dated 17th February, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April, 1988, at page No. 563).

### (II) BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(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, (11 of 1947) appointed from the

of taking over charge, Shri S. G. Bhosale, to Presiding Officer of the Labour Court, Bombay in place of Shri C. S. Yadav.

(Vide Government Notification Industries, Energy and Labour Department No. BIR. 0288/(7468)/Lab-2, dated 26th February, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988, at page No. 538).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 10 of the said Act, (Bom. XI of 1947) appointed with effect from the date of taking over charge, Shri L. V. Patil, Additional District Judge, Raigad in place of Shri S. R. Shinde to be a Member of the Court of Industrial Arbitration.

(Vide Government Notification Industries, Energy and Labour Department No. BIR. 388/7515/Lab-2, dated 28th March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988, at page No. 624).

### (III) MAHARASHTRA RECOGNITION OF TRADE UNION AND PREVENTION OF UNFAIR LABOUR PRACTICES ACT, 1971.

(A) *Appointments 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, (I of 1972) appointed from the date of taking over charge, Shri C. G. Bhosale, Judge, Labour Court, Pune in place of Shri C.S. Bhosale, Presiding Officer of the 5th Labour Court, Bombay.

(Vide Government Notification Industries, Energy and Labour Department No. ULP-0288/(7469)/Lab-2, dated 26th February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988, at page No. 538).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Section 4 of the said Act, (Mah. I of 1972), appointed with effect from the date of taking over charge Shri L. V. Patil Additional District Judge, Raigad to be Member of the Industrial Court.

(Vide Government Notification Industries, Energy and Labour Department No. ULP. 388/7516/Lab-2, dated 28th March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988, at page No. 624).

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

(A) *Declaration under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(1) declared that the industrial undertaking called the Vasant Sahakari Shetkari Soot Kila Kapad Girmj Limited, Pandharkawada (District Yavatmal) shall for a further period of one year commencing on the 2nd day of March 1988 and ending on the 1st day of March 1989 (both

days inclusive) be conducted to serve as a measure of unemployment relief; and

(2) directed—

(i) 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 obligation accrued towards or incurred in favour of the Maharashtra State Co-operative Bank Limited, Bombay and the workmen of the said relief undertaking who have retired prior to the 2nd February 1980), accrued or incurred before the 2nd day of February 1980 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; and

(ii) that the provisions of—

(a) sections 35 to 41 (both inclusive), sub-section (1) of section 42, sub-section (1), clauses (ai), (i), (ii) and (iii) of sub-section (2) and of sub-sections (3), (4) and (5) of section 46 and section 98 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947);

(b) Chapter VA of the Industrial Disputes Act, 1947 (XIV of 1947), and

(c) all the provisions of the Industrial Employment (Standing Orders) Act, 1946 (XX of 1946),

shall not apply to the said relief undertaking during the further period of one year commencing on the 2nd day of March 1988 and ending on the 1st day of March 1989 (both days inclusive), and that the said relief undertaking shall be exempted from the said provisions.

(Vide Government Notification, Industries, Energy and Labour Department No. BRU-1088/(725)/IND-10, dated 26th February, 1988 published in *Maharashtra Government Gazette*, Part II, dated 7th April, 1988 at page Nos. 539 to 540).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sections 3 and 4 of the said Act—

(1) declared that the industrial undertaking called "Messrs. Vijay Manufacturing Company (Private) Limited, Badnera" shall for a further period of one year commencing on the 1st day of March 1988 and ending on the 28th day of February 1989 (both days inclusive) be conducted to serve as a measure of unemployment relief, and

(2) directed—

(a) that the provisions of—

(i) sections 35 to 41 (both inclusive), sub-section (1) of section 42, sub-section (1), clauses (ai), (i), (ii) and (iii) of sub-section (2) and

sub-sections (3), (4) and (5) of section 46 and section 98 of the Bombay Industrial Relations Act, 1946 (Bom. XI of 1947);

(ii) Chapters V-A and V-B of the Industrial Disputes Act, 1947 (XIV of 1947), and

(iii) All the provisions of the Industrial Employment (Standing Orders) Act, 1946 (XX of 1946),

shall not apply to the said relief undertaking during the further period of one year commencing on the 1st day of March 1988 and ending on the 28th day of February 1989 and that the said relief undertaking shall be exempted from the said provisions; and

(b) that in relation to the said relief undertaking Award No. XI, dated the 15th September 1948 of the Industrial Tribunal, Nagpur (Mangal-murti Awtrd No. XI) in so far as it relates to payment of dearness allowance to operatives including watch and ward employees and clerical staff shall be suspended in operation during the period during which the said relief undertaking continues as such and any right, privilege, obligation or liability arising from non-payment of dearness allowance as stipulated under the said Award shall not be enforceable in respect of the said period.

(Vide Government Notification Industries, Energy and Labour Department No. BRU. 1088/(729)/IND-10, dated 29th February, 1988, published in *Maharashtra Government Gazette*, Part II, dated 7th April, 1988 at page Nos. 546 to 547).

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

(A) *Nomination under the Act.*—(1) 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 of the said Act—

(a) nominated or, re-nominated as the case may be, the following persons to be the members of the said Board representing the employers, unprotected workers and the State Government, as follows, namely:—

*Members Representing Employers—*

- (1) Shri P. P. Patravali,  
Messrs. Uday Transport, 313/319,  
1st floor, Samuel Street, Bom-  
bay 400 009.
- (2) Shri Ramkaran Gupta,  
Messrs. Jet Roadlines Corporation,  
135-C, Mittal Towers, Nariman  
Point, Bombay 400 021.
- (3) Shri G. R. Madan,  
Messrs. Venus Transport Corpo-  
ration, 107, Vyapad Bhavan, 49,  
P. D'Mello Road, Bombay 400 009.

Bombay Goods Transport  
Association.



*Members Representing Workers—*

- (1) Shri Baburao Hari Ramiste,  
General Secretary.
- (2) Shri Balwantrao Sonappa Pawar,  
Joint General Secretary.
- (3) Shri Sopanrao Vyankatrao Deshmukh,  
Vice- President.

C/o. Maharashtra Rajya Mathadi, Transport and General Kamgar Union, Jivraj Bhanji Shah Market, 3rd floor, Yusuf Meherali Road, Masjid Bunder, Bombay 400 009.

*Members Representing the State Government—*

- (1) Shri B. R. Rangari,  
Assistant Commissioner of Labour,  
Bombay.
- (2) Shri R. H. Patil,  
Assistant Commissioner of Labour,  
Bombay.

(b) nominates Shri B. R. Rangari, Assistant Commissioner of Labour, to be the Chairman of the said Board; and

(c) publishes the names of the members of the said Board including the Chairman as follows, namely:—

- (1) Shri P. P. Patravali,
- (2) Shri Ramkaran Gupta,
- (3) Shri G. R. Madan,
- (4) Shri B. H. Ramiste,
- (5) Shri B. S. Pawar,
- (6) Shri S. V. Deshmukh,
- (7) Shri B. R. Rangari,
- (8) Shri R. H. Patil.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/CR-11363/Lab-5, dated 26th February, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 7th April, 1988 at page Nos. 541 to 542).

(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 of the said Act—

(a) nominated or, as the case may be, re-nominated, the following persons to be the members of the said Board, representing the State Government, the employers and the unprotected workers, as follows, namely —

*Members representing the State Government.*

- (1) B. R. Rangari, Assistant Commissioner of Labour, Bombay.
- (2) Shri S. M. Rahim, Assistant Commissioner of Labour, Bombay.

*Members representing Employers*

- (1) Shri Harish N. Thakkar, Vice-President, Railway Goods Clearing Agents Association, Wadi, Bunder, Goods Depot, A. S. Office Building, 1st floor, P. D'Mellow Road, Bombay 400 010.
- (2) Shri Shamrao Ramrao Dhumal, The Wadibunder Forwarding Agents Association, Shed No. 12, Central Railway, Wadi Bunder, Bombay 400 010.
- (3) Shri Bapusaheb Nanasaheb Dhumal, Carnac Bridge, Forwarding Agents Association, Western Railway, Goods Depot, Carnac Bridge, Bombay 400 001.
- (4) Shri Suresh Lakhamsi Gala, Joint Hon. Secretary, The Carting Agents Association, Western Railway Goods Office, Carnac Bridge, Bombay 400 001.
- (5) Shri Omkarnath M. Dube, Ghas Vyapari Mandal, Jogeshwari, A. T. Ram Mandir Road, Goregaon (East), Bombay 400 063.
- (6) Shri D. D. Shah, Hon. Secretary, Bombay Coal and Coke Merchants' Association Limited, 406, Reva Chambers, 4th floor, 31, Vithaldas Thackersey Marg, New Marine Lines, Bombay 400 020.
- (7) Shri Vijay H. Chothani, Chairman, Thane-Mulund Railway Goods Clearing Forwarding and Transport Agents Association, Near Thane Station, Thane.
- (8) Shri Ashok M. Deshmukh, Personnel Manager, Rashtriya Chemicals and Fertilizers Limited, Bombay 400 022.

*Members representing Unprotected Workers*

- (1) Shri Baburao Hari Ramishte, General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (2) Shri Balwantrao Sonappa Pawar, Joint General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (3) Shri Shivajirao Annasaheb Patil, Joint General Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (4) Shri Gulabrao Ganpatrao Jagtap, Secretary, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (5) Shri Mehboob Allabux Dange, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (6) Shri Hanmant Mugutrao Maikar, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.
- (7) Shri Shantaram Dagdu Ubale, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.

(8) Shri Ramdular Ramkumar Varma, Maharashtra Rajya Mathadi Transport and General Kamgar Union, Jivraj Bhanji Shah Market, Third floor, Yusuf Meherali Road, Near Masjid Station, Bombay 400 009.

(b) nominates Shri B. R. Rangari, Assistant Commissioner of Labour, Bombay, to be the Chairman of the said Board, and

(c) publishes the names of all the members of the said Board including the Chairman nominated by the State Government as follows, namely :—

- (1) Shri B. R. Rangari,
- (2) Shri S. M. Rahim,
- (3) Shri Harish N. Thakkar,
- (4) Shri Shamrao Ramrao Dhumal,
- (5) Shri Bapusaheb Nanasaheb Dhumal,
- (6) Shri Suresh Lakhamshi Gala,
- (7) Shri Omkarnath M. Dube,
- (8) Shri D. D. Shah,
- (9) Shri Vijay H. Chothani,
- (10) Shri Ashok M. Deshmukh,
- (11) Shri B. H. Ramishte,
- (12) Shri B. S. Pawar,
- (13) Shri S. A. Patil,
- (14) Shri G. G. Jagtap,
- (15) Shri M. A. Dange,
- (16) Shri H. M. Matkar,
- (17) Shri S. D. Ubale,
- (18) Shri R. R. Varma.

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA-1383/CR-1341/Lab-5, dated 29th February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988, at page Nos. 543 to 545).

(3) The Government of Maharashtra, Industries, Energy and Labour has in exercise of the powers conferred by sub-sections (3), (5) and (6) of Section 6 of the said Act.—

(a) nominated or, renominated, as the case may be, the following persons to be the members of the said Board representing the employers unprotected workers and the State Government as follows, namely :—

*Members representing the State Government*

1. Shri V. G. Mohite, Assistant Commissioner of Labour, Kolhapur.
2. Shri B. M. Mahajan, Regional Transport Officer, Tarabai Park, Near New Post Office, Kolhapur.
3. Shri U. B. Mahajan, District Deputy Registrar of Co-operative Societies, Land Mortgage Bank Building, 3rd Floor, Near Hotel Pearl, Kolhapur.

*Members representing the Employers*

1. Shri Balasaheb Ganpatrao Manade, Vice-President, the Shahpuri Merchant's Association, Shree Shahu Market Yard, Kolhapur.
2. Shri Haribhai Damodardas Samani, President, The Kolhapur Gram Association, 1517, C, Laxmipuri, Kolhapur.
3. Shri Arun Dattatray Sadlage, Merchant and Commission Agent, Kirana and Bhusar Vyapari Association, 809, D. Mandai, Kolhapur.
4. Shri Sudhakar Dharamappa Hundekari, 1436, C, Laxmipuri, Kolhapur.
5. Shri Shankarrao G. Kulkarni, C/o. Ghadge Patil Transport Private Limited, Kolhapur Goods Transport Association, 725, E, 3rd Galli, Shahpuri, Kolhapur.

*Members representing the Unprotected Workers*

1. Shri Dinkar Laxmanrao Jadhav, President, Kolhapur Zilla Mathadi Transport and General Kamgar Union, Shree Shahu Market Yard, Kolhapur.
2. Shri Appasaheb Virgonda Patil, Secretary, Kolhapur Zilla Mathadi Transport and General Kamgar Union, Shree Shahu Market Yard, Kolhapur.
3. Shri Shivram Chandrappa Chougule, C/o. Kolhapur Zilla Mathadi Transport and General Kamgar Union, Shree Shahu Market Yard, Kolhapur.
4. Shri Anandrao Dattatray Patil, Sonya Maruti Chowk, Room No. 2559, C, Kolhapur.
5. Shri Pralhad Krishnaji Umraji, General Secretary, Bhartiya Majdoor Sangh, 487, B, Raviwar Peth, Rajaram Road, Kolhapur.

(b) nominates, Shri V. G. Mohite, Assistant Commissioner of Labour, Kolhapur, to be the Chairman of the said Board, and

(c) publishes the names of all the members of the said Board, including the Chairman nominated by the State Government, as follows, namely :—

1. Shri V. G. Mohite,
2. Shri B. M. Mahajan,
3. Shri U. B. Mahajan,
4. Shri Balasaheb Ganpatrao Manade,
5. Shri Haribhai Damodardas Samani,
6. Shri Arun Dattatray Sadlage,
7. Shri Sudhakar Dharamappa Hundekari,
8. Shri Shankarrao G. Kulkarni,
9. Shri Dinkar Laxmanrao Jadhav,
10. Shri Appasaheb Virgonda Patil,
11. Shri Shivram Chandrappa Chougule,
12. Shri Anandrao Dattatray Patil,
13. Shri Pralhad Krishnaji Umraji.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1387/CR(11397)/Lab-5, dated 1st March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988 at page Nos. 548 to 549).



(B) *Extension of Jurisdiction under the Act.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 6 of the said Act, (Mah. XXX of 1969) with effect from the 10th day of March, 1988, extended the jurisdiction of the Bombay Iron and Steel Labour Board established by the State Government by its notification No. UWA-1369/(Iron and Steel)/Lab-IV, dated the 15th December 1969, and constituted from time to time to the area of Raigad District excluding the Panvel and Karjat Talukas to which the jurisdiction of the Board has already been extended by the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR (11585)/Lab-5, dated 10th April, 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 568).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, (Mah. XXX of 1969 and of all other powers enabling it in that behalf, after consultation with the Advisory Committee, hereby made the following scheme further to amend the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme 1970 the same having been previously published as required by sub-section (1) of the said section 4 namely:—

1. (1) This scheme may be called the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1970.

(2) It shall come into force from the 10th day of March, 1988.

2. In clause 3 of the Bombay Iron and Steel Unprotected Workers (Regulation of Employment and Welfare) Scheme 1970, (hereinafter referred to as "the Principal Scheme"); (a) in sub-clause (i) the following shall be inserted at the end namely "and from 10th March 1988 in the areas specified in Part-IV of that Schedule. (b) in sub-clause (ii) the following shall be inserted at the end namely:— and from 10th April 1988, in the areas specified in Part-IV of that Schedule".

3. In the schedule appended to the principal scheme after Part-III the following shall be inserted namely:— "Part-IV Area comprising the Raigad District, excluding the Panvel and Karjat Talukas"

(Vide Government Notification, Industries and Labour Department No. UWA. 1387/CR-(11585)/Lab-5, dated 10th March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 568 to 569).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 6 of the said Act, with effect from the 14th day of March, 1988 extended the jurisdiction of the Cloth Markets and Shops Board for Greater Bombay, established for the scheduled employment in Cloth Markets and Shops by the State Government by its notification No. UWA. 1471/(CL)/112810/Lab-IV, dated 26th March 1971 and reconstituted from time to time to the area of the Raigad District.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR-11587/Lab-5, dated 14th March 1988 published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page No. 610).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 6 of the said Act (Mah. XXX of 1969) with effect from 21st day of March, 1988 extended the jurisdiction of the Metal (excluding Iron and Steel) and Paper Markets and Shops Mathadi Labour Board for Greater Bombay established for employment in Metal (excluding Iron and Steel) including employment in Steel Furniture Markets or Shops and other establishments in the trades by the State Government by its notification No. UWA. 1373/167675/Lab-IV, dated 18th April, 1973 and reconstituted from time to time to the area of Thane District excluding the area of Thane Taluka and Raigad District excluding the area of Panvel Taluka to which the jurisdiction of the Board has already been extended by the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) (Amendment) Act, 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR-(11586)/Lab-5, dated 21st March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 615).

(5) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 6 of the said Act, with effect from the 21st day of March, 1988 extended the jurisdiction of the Khoka Making and Timber Market Labour Board established for scheduled employment in Khoka Making and Timber Market by the State Government by its notification No. UWA. 1473/101526/Lab-IV, dated the 1st January 1975 and reconstituted from time to time to the area of Raigad District.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR-(11584)/Lab-IV, dated 21st March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 617).

(b) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 6 of the said Act, with effect from the 23rd day of March, 1988, extended the jurisdiction of the Railway Goods Clearing and Forwarding Establishments Labour Board for Greater Bombay established for schedule employments in Railway Yards and Goods Sheds by the State Government by its notification No. UWA. 1476/CR-695/Lab-5, dated 6th October 1978 and reconstituted from time to time to the area Raigad District.

(Vide Government Notification, Industries, Energy and Labour Department, No. UWA. 1387/CR-(11588)/Lab-5, dated 23rd March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 619).

(C) *Notification under the Act*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, (Mah. XXX of 1959 (hereinafter referred to as "the said Act") appointed the 10th day of March, 1988 to be the date on which all the provisions of the said Act, shall come into force in the area of the Ahmednagar District for the following scheduled employments namely:—

(i) employment in Grocery Markets or Shops, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(ii) employment in markets or subsidiary markets established under Maharashtra Agricultural Produce Marketing (Regulation) Act, 1963, in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(iii) employment in connection with loading of goods into public transport vehicle or unloading of goods therefrom and any other operation incidental and connected thereto;

(iv) employment in Cloth Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(v) employment in vegetable Markets (including onions and potatoes markets) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations;

(vi) employment in markets, factories and other establishments in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including

work preparatory or incidental to such operations carried on by workers not covered by any other entries in schedule to the said Act;

(vii) employment in Iron and Steel Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations;

(viii) employment in railway yards and goods sheds in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work including work preparatory or incidental to such operations by workers who are not employed by Railway Authorities;

(ix) employment in connection with the loading, unloading and carrying of foodgrains into godowns, sorting and cleaning of foodgrains, filling foodgrains in bags, stitching of such bags and such other work incidental and connected thereto;

(x) employment in establishments engaged in cleaning, sorting, loading, unloading, stacking, carrying, weighing, measuring, stitching, filling of onions or onion bags and such other work including work preparatory or incidental to such operations.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1083/(10447)/Lab-5, dated 10th March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 569 to 570).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section 4 of the section 1 of the said Act, appointed the 11th day of March, 1988 to be the day on which all the provisions of the said Act shall come into force in the areas of Greater Bombay for the following scheduled employment namely:—

"Employment in vegetable markets (including onions and potatoes market) in connection with loading, unloading, stacking, carrying, weighing, measuring, filling, stitching, sorting, cleaning or such other work including work preparation or incidental to such operation".

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1487/CR-(11500)/Lab-5, dated 11th March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 590).

(D) *Appointments under the Act*.—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by section 6-A of the said Act, constituted a Board to be known by the name of the Bombay Vegetable Markets Unprotected Labour Board and appointed Shri T. G. Cholke, Assistant Commissioner of Labour to



hold office and to exercise all the powers and perform all the duties and functions of the said Board until a Board is duly constituted under section 6 of the said Act.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1487/CR-(11500)/Lab-5, dated 11th March, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page No. 591).

(E) *Amendment to Scheme.*—(1) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 4 of the said Act, (Mah. XXX of 1959) after consultation with the Advisory Committee hereby made following scheme further to amend the Cloth Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme 1971, the same having been previously published as required by sub-section (1) of the said section 4 namely:—

1. (1) This Scheme may be called the Cloth Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1988.

(2) It shall come into force with effect from the 14th March 1988.

2. In clause 2 of the Cloth Markets or Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1971 (hereinafter referred to as "the principal Scheme") in sub-clause (2) for the words "and Thane District" the words, "Thane District and Raigad District" shall be substituted;

3. In clause 3 of the principal Scheme,—

(a) in sub-clause (i), after the figures, letters and words "1st May 1971" the words, figures and letters "and for Raigad District from 14th March 1988" shall be inserted;

(b) in sub-clause (ii), after the figures, letters and word "1st June 1971" the words, figures and letters "and for Raigad District from 14th April 1988" shall be inserted;

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR-11587/Lab-5, dated 14th March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at pages Nos. 610 to 611).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers of conferred by sub-section (1) of Section 4 of the said Act (Mah. XXX of 1969) and of all other powers enabling it in that behalf, after consultation with the Advisory Committee, made the following scheme further to amend the Metal (excluding Iron and Steel) and Paper Unprotected Workers (Regulation of Employment

and Welfare) Scheme 1973 the same having been previously published as required by sub-section (1) of the said section 4 namely:—

1. (1) This Scheme may be called the Metal (excluding iron and Steel) and Paper Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1988.

(2) It shall come into force from 21st March 1988.

2. In clause 2 of the Metal (excluding Iron and Steel) and Paper Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1973 (hereinafter referred to as "the principal Scheme")

(a) in sub-clause (2) for the words "Greater Bombay and Thane Taluka in Thane District and Panvel Taluka in Raigad District" at both the places where they occur the following shall be substitute, namely:—

"Greater Bombay, Thane District and Raigad District."

3. In clause 3 of the principal Scheme, after sub-clause (iii) the following sub-clause shall be added, namely:—

(iv) in the area of Thane District (excluding the area of Thane Taluka) and in the area of Raigad District (excluding the area of Panvel Taluka)—

(a) clauses 14 and 15 of this scheme shall come into force on the 21st March 1988; and

(b) the remaining clauses of this Scheme shall come into force on the 21st April 1988.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR/(11586)/Lab-5, dated 21st March, 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988, at page No. 616).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Section (1) of Section 4 of the said Act, (Mah. XXX of 1969) and of all other powers enabling it in that behalf after consultation with the advisory Committee made the following scheme further to amend the Khoka and Timber Unprotected Workers (Regulation of Employment and Welfare) Scheme 1973, the same having been previously published as required by Sub-Section (1) of the said Section (4) namely:—

1. (1) This Scheme may be called the Khoka and Timber Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1988.

(2) It shall come into force with effect from 21st March 1988.

2. In clause 2 of the Khoka and Timber Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1973 (hereinafter referred to

as "the principal Scheme"), in sub-clause (2), for the words "and Thane District" the words "Thane District and Raigad District" shall be substituted.

3. In clause 3 of the principal Scheme—

(a) in sub-clause (i), for the words, figures and letter "and from 17th February 1975 in Thane District" the words, figures and letters "from 17th February 1975 in Thane District and from 21st March 1988 in Raigad District" shall be substituted;

(b) in sub-clause (ii), for the words, figures and letter "and from 17th March 1975 in Thane District" the words, figures and letters "from 17th March 1975 in Thane District and from 21st April 1988 in Raigad District" shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR(11584)/Lab-5, dated 21st March, 1988 published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page Nos. 617 to 618).

(4) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by Sub-Section (1) of section 4 of the said Act, (Mah. XXX of 1969) after consultation with the Advisory Committee, made the following scheme to amend the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976, the same having been previously published as required by sub-section (1) of the said Section 4, namely—

1. (1) This scheme may be called the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme 1988.

(2) It shall come into force with effect from 23rd March 1988.

2. In clause 2 of the Railway Goods Clearing and Forwarding Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1976 (hereinafter referred to as "the principal scheme") in sub-clause (2)—

(a) in paragraph (c), for the words "and Thane District" the words "Thane District and Raigad District" shall be substituted.

(b) in the proviso, for the words "and Thane District" the words, "Thane District and Raigad District" shall be substituted.

3. In clause 3 of the principal scheme after sub-clause (iii) the following shall be added, namely:—

"(iv) clause 14 and 15 of the scheme shall come into force in Raigad District on the 23rd March 1988, and the remaining clauses of the scheme shall come into force in Raigad District on 23rd April 1988.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA. 1387/CR/(11588)/Lab-5, dated 23rd March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 619 to 620).

(F) (Amendment to Schedule).—The Government of Maharashtra, Industries, Energy and Labour Department, has in exercise of the powers conferred by Section 26 of the said Act (Mah. XXX of 1969) amended the Schedule to the said Act, the same having been previously published as required by the said Section 26, as follows namely:—

In the said Schedule in entry to for the words, "Cloth and Cotton Markets" the words, "Cloth Yarn and Cotton Markets", shall be substituted.

(Vide Government Notification, Industries, Energy and Labour Department No. UWA-1086/(11320)/Lab-5, dated 23rd March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988, at page No. 618).

(VI) MINIMUM WAGES ACT, 1948.

(A) Fixation/Revision of the Minimum Rates of Wages.—(1) The Government of Maharashtra Industries, Energy and Labour Department has in exercise of the powers conferred by the proviso to clause (a) of Sub-Section (1) of Section 3, read with Sub-Section (2) of Section 5 of the said Act, after considering all representatives received in respect of the proposal published in Government Notification, Industries, Energy and Labour Department No. MWA-6586/6448/Lab-7, dated 28th January 1987 and after consulting the Advisory Board, fixed the minimum rates of wages in respect of employees employed in the said scheduled employment with effect from 8th day of March 1988, as set out in column (3) of the schedule, payable to the class of employees mentioned against them in column (2) hereto.

SCHEDULE

Sr. No.	Class of employees	Basic minimum rate of wages per month.
(1)	(2)	(3)
		Rs.
1	Skilled	600
2	Semi-skilled	550
3	Unskilled	500

Explanation.—(1) The minimum rates of wages in respect of an apprentice shall be 75 per cent. of the wages fixed for the class in which he is employed.

(2) The minimum rates of wages in respect of an employee below the age of 18 years shall be 80 per cent. of the wages fixed for the class of employees to which he belongs and for part-time worker 60 per cent for work upto 4 hours and thereafter to be increased proportionately.



(3) In case of an employee employed on daily wages, the minimum rate of daily wages payable to him shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by twenty-six, the quotient being stepped upto its nearest paise.

(4) *Skilled*.—A skilled employee is one who is capable of working efficiently, of exercising considerable independent judgment and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(5) *Semi-skilled*.—A semi-skilled employee is one who does work generally of a well defined routine nature, wherein the major requirement is not so much of the judgment, skill and dexterity, but of proper discharge of duties assigned to him for a relative narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(6) *Unskilled*.—An unskilled employee is one, who does operations that involve the performance of simple duties which require the exercise of little or no independent judgment or previous experience although a familiarity with the occupational environments is necessary. His work may thus require in addition to physical exertion familiarity with a variety of articles or goods.

(*Vide* Government Notification, Industries, Energy and Labour Department No. MWA. 6586/6446/Lab-7, dated 8th March 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 7th April 1988 at pages Nos. 550 to 551).

(2) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clauses (a) and (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, in its application to State of Maharashtra and in super session of the said notification after considering the advice of the said Committee and taking into account the order passed on the 15th September 1987 by the High Court, Bombay in the said Writ Petition Nos. 1303 of 1985 and 1699 of 1985, revised and fixed with effect from 14th March 1988 the minimum rates of wages in respect of the employees employed in the said scheduled employment consisting of:—

(a) the basic rates of wages inclusive of cash value of concessions, if any, as set out in column 3 of First Schedule hereto in respect of each Zone specified in the same column for the class of employees mentioned against them in column 2 thereof, employed in the said Scheduled employment in each Zone: and

(b) a special allowance at the rate to be adjusted, as provided in the Second Schedule hereto;

## FIRST SCHEDULE

Serial No. (1)	Class of employees (2)	Basic rates per month		
		Zone I	Zone II (3)	Zone III
		Rs.	Rs.	Rs.
I	<i>Supervisory and Highly Skilled—</i>			
	(a) Metron and Residential Medical Officer (full time).	1,068.00	996.00	925.00
	(b) Assistant Metron, Sister Tutor, Public Health Nurse, Steno-tyrist (full time).	1,032.00	961.00	890.00
	Employees by whatever name called doing the work of highly skilled nature done by persons falling under the foregoing class of employees.			
II	<i>Skilled—</i>			
	Qualified Sisters, therapists, Nurses, Mid-wives, Compounders, Graduate paramedical staff such as Laboratory Technicians, X-Ray Technicians, Graduate Office staff such as Accountants, Cashiers, Store-keepers, Clerks, Typists (provided such Nurses, Mid-wives, Laboratory and compounders hold Diploma or certificate recognised by any State Government of Central Government).	975.00	854.00	783.00
	Employees by whatever names called doing the work of skilled nature done by persons falling under the foregoing classes of employees.			
III	<i>Semi-skilled—</i>			
	Untrained Nurses, Untrained X-Ray Technicians, Untrained Laboratory Technicians, Untrained Compounders, Untrained Therapists (having experience of not less than 5 years).	818.00	747.00	676.00
	Electricians, Receptionists, Plumbers, Telephone-Operators, Linien-keeper, Cooks, Drivers. Under Graduate Clerks,			
	Under Graduate Accountant, Under Graduate Typist (having experience of not less than 2 years).			
	Auxiliary Nurses, Dressers, Dais.			
	Employees by whatever name called doing work of semi-skilled nature as done by persons falling under the foregoing categories of employees.			

(1)	(2)	Rs.	Rs.	Rs.
IV Unskilled—				
	Sweeper, watchman, ward-boys, peons, X-Ray Boy, Laboratory Boy, Dental Boy, Laundry Boy, Ayas, Helpers, Kitchen mates, Kitchen servants, Kitchen servers, Mahi Bill Collectors, Barbars.	715.00	640.00	570.00
	Employees by whatever name called, doing work of Unskilled nature done by persons falling under the foregoing categories of employees.			
V	Persons below the age of 18 years employed in any of the classes of employees mentioned above in this column.	80 per cent of the rate fixed for adult in respect of same class of employees.	80 per cent of the rate fixed for adult in respect of same class of employees.	80 per cent of the rate fixed for adult in respect of same class of employees.

**Explanation—**

I. 5 per cent, of the minimum rates of wages (including special allowance) should be deducted from the wages in respect of those who have been provided with rent free quarters.

**II. For the purposes of this notification—**

(a) "Competent Authority" means the Competent Authority appointed by Government of Maharashtra by Government Notification, Industries, Energy and Labour Department, No. MWA. 5284/5819/Lab-7, dated the 3rd August 1984.

(b) Zone I, shall comprise the areas within the limits of Municipal Corporation of Greater Bombay and New Bombay.

(c) Zone II, shall comprise the areas within the limits of all Municipal Corporations (excluding areas in Zone I) and 'A' grade Municipal Councils and Cantonment areas.

(d) Zone III, shall comprise rest of the areas of the State (excluding areas in Zone I and Zone II).

III. The rates as specified in column 3 of Schedule III, shall be the cash value of wages in kind to be cut by the employer.

IV. In case, the employees are employed on wages other than on monthly basis the minimum rates of daily wages payable shall be computed by dividing the minimum rates of monthly wages fixed for the class of the employees to which he belongs, by 26, the quotient being stepped up to the nearest paisa.

V. The minimum rates of wages shall consist of basic rates and special allowance will be determined in accordance with the provisions of clause (i) of sub-section (1) of section 4 of the said Act and the special allowance so determined as per Appendix, shall be payable to the employees alongwith the basic wages.

**APPENDIX**

The Competent Authority shall, on declaring the Consumer Price Index Number for Working Class (New Series) Specified in column 3 of second schedule hereto, to be the cost of living index number applicable to the employees, employed in the said Scheduled employment in pursuance of clause (d) of section 2 of the said Act, Calculate the average of the cost of living index applicable to the employees in those areas specified in column 2 of the Second Schedule, every six months commencing on the 1st day of January and 1st day of July and ascertain the rise of such average in terms of points over the Index Number mentioned against them in column 4 of the Second Schedule. For every such rise in the number of points specified in column 5 of the Second Schedule, the special allowance (hereafter referred to as the "cost of living allowance") payable to the employees for each of the six months immediately following the period in respect of which such average has been calculated as aforesaid shall be at the rate shown against them in column 6 of the Second Schedule.

**SECOND SCHEDULE**

Serial No.	Zone	Consumer Price Index Number (New Series).	Index Number	Points	Rupees
1	2	3	4	5	6
1	I	Average of the six monthly average of seven centres.	712	1	1.00
2	II	Average of the six monthly average of seven centres.	712	1	0.75
3	III	Average of the six monthly average of seven centres.	712	1	0.50

**Explanation—**

The base index number 712 (New Series) is arrived at by calculating the average of the six monthly average of 7 centres for the period from January 1987 to June 1987.

2. The Competent Authority shall compute the cost of living allowance in accordance with the directions made under the preceding para.

3. The cost of living allowance computed as aforesaid shall be declared by the Competent Authority by notification in the *Official Gazette*, in the R 4199-3



last week of July when such allowance is payable for each of the months of July to December and last week of January when such allowance is payable for each of the months of January to June:

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

### THIRD SCHEDULE

*The rate of cash value of meal, breakfast and tea served per month.*

Serial No.	Details of meal, tea, etc.	Zone		
		I	II	III
1	2	3	3	3
		Rs.	Rs.	Rs.
1	Breakfast and tea	10.00	8.00	6.00
2	Two meals	90.00	80.00	70.00
3	Only one meal in a day	40.00	35.00	30.00

(Vide Government Notification, Industries, Energy and Labour Department No. MWA. 5287/6730/Lab-7, dated 15th March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at pages Nos. 611 to 615).

(3) The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the said Act, (11 of 1948) read with section 21 of the General Clauses Act, 1897 (10 of 1897), rescinded, with effect from the 1st April 1988, the Government Notification, Industries, Energy and Labour Department No. MWA. 5285/6133/Lab-7, dated the 14th August 1987.

(Vide Government Notification, Industries, Energy and Labour Department No. MWA. 5285/6133/Lab-7, dated 28th March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 622).

### (VII) INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979.

(A) *Nomination under the Act.*—The Government of Maharashtra, Industries, Energy and Labour Department has in exercise of the powers conferred by sub-section (1) of section 11 of the said Act (30 of 1979), and in supersession of Government Notification, Industries, Energy and Labour Department No. ISM. 2487/1557 (ii)/Lab-1, dated the 15th December 1987.

in relation to the establishment for which a State Government is the appropriate Government nominated the persons mentioned in column 2 of the Schedule hereto to be the appellate officers to whom appeals against any order made by the registering officer under section 4 or 5 by licensing or made under sections 8 or 10 of the said Act for the areas respectively mentioned against each of them in column 3 of the said schedule may be preferred.

### SCHEDULE

Serial No.	Name of the person	Areas
1	2	3
1	Commissioner of Labour, Maharashtra State, Bombay.	Whole of the State of Maharashtra.
2	The Additional Commissioner of Labour, Bombay.	Raigad, Ratnagiri and Sindhudurg Districts.
3	Deputy Commissioner of Labour, (Enforcement), Bombay.	Greater Bombay.
4	Deputy Commissioner of Labour, Thane.	Thane District.
5	Additional Commissioner of Labour, Pune Division.	Pune, Sangli, Satara, Solapur and Kolhapur Districts.
6	Deputy Commissioner of Labour, Pune.	Pune, Kolhapur, Sangli, Solapur and Satara Districts.
7	Deputy Commissioner of Labour, Nagpur Division, Nagpur.	Nagpur, Amravati, Bhandara, Akola, Chandrapur, Gadchiroli, Buldhana, Wardha and Yavatmal Districts.
8	Deputy Commissioner of Labour, Aurangabad Division, Aurangabad.	Aurangabad, Parbhani, Nanded, Beed, Osmanabad, Latur and Jalna Districts.
9	Deputy Commissioner of Labour, Nashik Division, Nashik.	Nashik, Dhule, Jalgaon and Ahmednagar districts.

(Vide Government Notification, Industries, Energy and Labour Department No. ISM. 2488/1734/Lab-1, dated 9th March 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 551 to 552).

## (VIII) THE MATERNITY BENEFIT ACT, 1961.

(A) *Amendment to Rules, Notification under the Act.*—The following Notification by Government of India, Ministry of Labour, No. S-36025 6/85-SS-1, dated the 6th January 1988 is republished:—

No. GSR. .... —Whereas, draft of certain rules further to amend the Maternity Benefit (Mines and Circus) Rules, 1963, were published as required under sub-section (1) of section 28 of the Maternity Benefit Act, 1961 (53 of 1961), with the notification of the Government of India in the Ministry of Labour No. GSR. 327, dated the 16th April 1987, in the *Gazette of India*, Part II, section 3, sub-section (i) dated the 2nd May 1987, inviting objections and suggestions from all persons likely to be affected thereby till the expiry of forty-five days from the date on which the copies of the *Gazette of India* in which the notification was published, were made available to the public.

And whereas, the copies of the said Gazette were made available to the public on 5th May 1987;

And whereas, the no objections and suggestions have been received from any person likely to be affected thereby.

Now, therefore, in exercise of the powers conferred by section 28 of the Maternity Benefit Act, 1961, the Central Government hereby makes the following rules further to amend the Maternity Benefit (Mines and Circus) Rules, 1963, namely:—

1. These rules may be called the Maternity Benefit (Mines and Circus) Amendment Rules, 1988.

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

3. In the Maternity Benefit (Mines and Circus) Rules, 1963,—

(i) In rule 2, in clause (a)—

(a) sub-clause (i) shall be omitted;

(b) in sub-clause (ii) for the words “any other mine”, the words “a mine” shall be substituted;

(ii) in Form K,—

(a) in clause (b) of sub-paragraphs (2) of paragraph 7, for the words “the Coal Mines Welfare Commissioner in the case of a Coal Mine, to the Chief Inspector of Mines in the case of any other mines and to the Chief Labour Commissioner (Central) in the case of a circus and the decision of the Coal Mines Welfare Commissioner or of the Chief Inspector of Mines or of the Chief Labour Commissioner (Central)”, the words “the Chief Inspector of Mines in the case of a mine and to the Chief Labour Commissioner (Central) in the case of a circus and the decision of the Chief Inspector of Mines or of the Chief Labour Commissioner (Central) shall be substituted;

(b) in sub-paragraph (3) of paragraph 9, for the words “the Coal Mines Welfare Commissioner in the case of a coal mine, to the Chief Inspector of Mines in the case of any other mine”, the words “the Chief Inspector of Mines in the case of a mine” shall be substituted;

(c) in sub-paragraph (4) of paragraph 9, the words “the Coal Mines Welfare Commissioner or” shall be omitted;

(d) in clause (b) of paragraph 11, the words “the Coal Mines Welfare Commissioner or” shall be omitted.

*Note.*—The principal rule were published in the *Gazette of India*, Part II, section 3, sub-section (i) vide GSR. 1642, dated 5th October 1963, Rule 2 and form K were subsequently amended vide GSR. 59(E), dated 27th February 1975.

(Vide Government Notification, Industries, Energy and Labour Department No. MBA. 1088/(5388)/Lab-10, dated 11th February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 561 to 562).

## (IX) INDIAN BOILER ACT, 1923.

(A) *Exemptions under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boilers bearing No. MR-9251 and MR-9252 and belonging to the Rashtriya Chemicals and Fertilizers Limited, Chember, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of one year from 20th February 1988 to 19th February 1989, (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1088/102944/(3126)/LAB-9, dated 9th February 1988, published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 562).

(2) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing MR-11198 and belonging to the Rashtriya Chemicals and Fertilizers Limited, that Unit P. O. Thal, Taluka Alibag, District Raigad from the operation of clause (c) of section 6 of the said Act, for the period of one year from the 13th March 1988 to 12th March 1989 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1088/102945/(3125)/Lab-9, dated 18th February 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 563).



(3) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. 11115 and belonging to the Bharat Fertilizer Industries Ltd., Majiwadi, Thane 400 609 from the operation of clause (c) of section 6 of the said Act, from 3rd January 1988 to 31st March 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/433805/(3037)/Lab-9, dated 1st January 1988 published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page Nos. 563 to 564).

(4) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boilers bearing Nos. MR-9559, MR-9906 and MR-9907 and belonging to the Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay 400 074 from the operation of clause (c) of section 6 of the said Act, for the period of one year from 4th January 1988 to 3rd January 1989 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. IBA. 1087/100021/(3050)/Lab-9, dated 1st January 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page No. 564).

(B) *Corrigendum*.—In Government Order, Industries, Energy and Labour Department No. IBA. 1087/434495/(3048)/LAB-9, dated the 11th January 1988, for the words "Amarnath" the words "Roha" shall be substituted.

(Published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page No. 562).

#### (VII) 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 the operation of the provisions of sections 13, 14, 17, 18 and 33 of the said Act, in respect of twenty-two employees employed in the Accounts Department of Messrs. Cyanamid India Ltd., Nyloc House, 254-D 2, Dr. Annie Besant Road, Bombay 400 025 with effect from the 1st December 1987 to 31st January 1988 (both days inclusive) subject to the conditions laid down in the notification.

(Vide Government Notification, Industries, Energy and Labour Department No. BSE. 1087/3006/Lab-9, dated 29th December 1987 published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page No. 564).

(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
(1) Alibab Pilgrimage	Sections 10(I), 11(I) (a) 14, 16, 18, 20, 21, 23 and 24.	22nd April, 1988 to 26th April, 1988 (both days inclusive).
2) Shri Gavali Nathbaba Pilgrimage	Sections 10(I), 11(I) (a), 14, 16, 18, 20, 21, 23, and 24.	8th May, 1988 to 9th May, 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7388/115654/(3210)/Lab-9, dated 4th April 1988 published in *Maharashtra Government Gazette*, Part I-L, dated 14th April 1988 at page Nos. 565 to 567).

(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 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
B'airavnath Baba Pilgrimage	Section 10(I), 11(I) (a), 14, 16, 18, 20, 21, 23, and 24.	29th March, 1988 to 3rd April, 1988 (both days inclusive).

(Vide Government Notification, Industries, Energy and Labour Department No. P. 7388/115654/(3188)/Lab-9, dated 22nd March 1988, published in *Maharashtra Government Gazette* Part I-L, dated 14th April 1988 at page Nos. 620 to 621).

## Consumer Price Index Numbers For Industrial Workers for April, 1988

### BOMBAY CENTRE\*

#### 837—A rise of 12 points

In April 1988 the Consumer Price Index Number for Industrial Workers (1960=100) for the Bombay Centre with base January to December 1960 equal to 100 was 837 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 the Bombay Centre.

The index number for the food group increased by 8 points to 936 due to a rise in the average prices of wheat arhardal, moongdal, goatmeat, fish fresh fish dry, milk ghee, chillies green, coconut, vegetables and fruits sub group and Bhajra.

The index number for the Pan, Supari and Tobacco etc. group increased by 45 points to 917 due to a rise in the average prices of Panleaf, Supari and Bidi.

The index number for the fuel and light group increased by 14 points to 1,155 due to a rise in the average price of charcoal.

The index number for housing remained steady at 215 being a six monthly item.

The index number for the clothing, bedding and footwear group increased by 19 points to 710 due to a rise in the average prices of Saree I & II Shoes Gents and Ladies Chappal.

The index number for the miscellaneous group increased by 17 points to 651 due to a rise in the average prices of Cinema show, Railway fare, Barber charges Tailoring charges and Laundry charges.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure	Group Index Numbers <sup>1</sup>	
		March 1988	April 1988
I-A. Food	57.1	928	
I-B. Pan, Supari, Tobacco, etc.	4.9	872	
II. Fuel and Light	5.0	1141	
III. Housing	4.6	215	
IV. Clothing, Bedding and Foot-Wear	9.4	691	
V. Miscellaneous	19.0	634	
Total		....	
Consumer Price Index Number	100.00	825	

\*Details regarding the scope and method of compilation of the index will be found on pages 596 to 605 of December 1965 issue of *Labour Gazette*. For Errata (see) page 867 of January 1966 issue.

<sup>1</sup>—To obtain the equivalent old index number on base 1933-34=100, the general index number on base 1960=100 should be multiplied by the linking factor viz., 4.44.

### SOLAPUR\* CENTRE

#### 763—A rise of 15 Points

In April, 1988 the Consumer Price Index Number for Working Class (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 763 being 15 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 13 points to 805 due to a rise in the average prices of wheat, jowar, turdal, gramdal, oils and fats sub-group, turmeric, chillies green, tomarind and vegetables and fruits sub group.

The Index number for the Pan, Supari and Tobacco etc. group increased by 48 points to 734 due to a rise in the average prices of Panleaf, Bidi, Cigarettes and Chewing Tobacco.

The index number for the fuel and light group increased by 11 points to 877 due to a rise in the average prices of firewood and coal.

The index number for housing remained steady at 337 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 34 points to 703 due to a rise in the average prices of Dhoti, Markin and Chappals (Ladies).

The index number for the Miscellaneous group increased by 9 points to 715 due to a rise in the average prices of Railway fare and Tailoring charges.

#### 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	
		March 1988	April 1988
I-A. Food	63.0	792	805
I-B. Pan, Supari, Tobacco etc.	3.4	686	734
II. Fuel and Light	7.1	866	877
III. Housing	5.2	337	337
IV. Clothing, Bedding and Footwear	9.0	669	703
V. Miscellaneous	12.3	706	715
Total	100.00	....	
Consumer Price Index Number		748	763

\*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 hair oil only.



## NAGPUR CENTRE\*

## 797—A rise of 36 points

In April 1988 the Consumer Price Index Number for working Class (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 797 being 36 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 48 points to 838 due to a rise in the average prices of Rice, Wheat, Jowar, Arhaddal, Moongdal, Oils and Fats sub-group (except Vanaspati), Goat meat, Chillies dry, Vegetables and Fruitssub-group.

The Index number for the Pan, Supari and Tobacco etc. group increased by 45 points to 994 due to a rise in the average price of pan readymade.

The index number for the fuel and light group increased by 84 points to 1228 due to a rise in the average prices of firewood and coal.

The index number for Housing remained steady at 529 being a six monthly item.

The index number for Clothing, Bedding and Footwear group increased by 10 points to 695 due to a rise in the average prices of Shirting and Markin.

The index number for the Miscellaneous group increased by 7 points to 630 due to a rise in the average price of railway fare.

## 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 Number	
		March 1988	April 1988
I-A Food	57.2	790	838
I-B. Pan, Supari, Tobacco, etc.	3.8	949	994
II. Fuel and Light	117	1144	1228
III. Housing	6.6	529	529
IV. Clothing, Bedding and Footwear	10.9	685	695
V. Miscellaneous	15.8	623	630
Total	100.00	761	797
Consumer Price Index Number	....		

\*Details regarding the scope and method of compilation of the index may be seen on pages 771 to 779 of January 1986 issue of *Labour Gazette*.

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

## PUNE CENTRE\*

## 705—A rise of 17 points

In April 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for Pune Centre with base January to December 1961 equal to 100 was 705 being 17 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Pune Centre.

The index number for the Food group increased by 24 points to 794 due to a rise in the average prices of rice, wheat, turdal, moongdal, mutton, dry and fresh fish, milk and dry chillies.

The index number for the fuel and light group increased by 27 points to 906 due to a rise in the average prices of Rawal and Charcoal.

The index number for housing remained steady at 176 being a six monthly item.

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

The index number for the miscellaneous group increased by 12 points to 598 due to a rise in the average prices of pan-finished (Poona masala) and railway fare.

## 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	
		March 1988	April 1988
I. Food	55.85	770	794
II. Fuel and Light	6.89	879	906
III. Housing	6.65	176	176
IV. Clothing and Footwear	10.31	649	647
V. Miscellaneous	20.30	586	598
Total	100.00		
Consumer Price Index Number		688	705

\*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\*

## —A rise of 25 points

In April 1988 the Consumer Price Index Number for Industrial Workers (1961=100) for the Jalgaon Centre with base January to December 1961, equal to 100 was 743 being 25 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Jalgaon Centre.

The index number for the Food group increase by 35 points to 811 due to a rise in the average prices of Rice, Turdal, Gramdal, Moongdal, Uriddal, Fresh-fish, Chillies dry, 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 693.

The index number for the miscellaneous group increase by 26 points to 598 due to a rise in the average prices of Bidies, Washing Soap, Railway fare.

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	
		March 1988	April 1988
I. Food	60.79	777	811
II. Fuel and Light	7.20	1029	1029
III. Housing	6.11	188	188
IV. Clothing and Footwear	10.29	693	693
V. Miscellaneous	15.61	572	598
Total	100.00	.....	.....
Consumer Price Index Number		718	743

\*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 factor viz 5.29.

## NANDED CENTRE\*

## —A rise of 9 points

In April 1988 the Consumer Price Index Number for Industrial Worker's (1961=100) for the Nanded Centre with base January to December 1961 equal to 100 was 796 being 9 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at the Nanded Centre.

The index number for the Food group increase by 5 points to 849 due to rise in the average prices of Wheat, Jowar, Turdal, Gramdal, Moongdal, Groundnut oil, Milk, Brinjals and tomatoes.

The index number for the Fuel and Light group remain 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 remain steady at 709.

The index number for the miscellaneous group increased by 40 points to 729 due to a rise in the average prices of Jarda, Hair cut, with shave and Railway fare.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
NANDED CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1987	April 1988
I. Food	61.46	844	849
II. Fuel and Light	5.88	931	931
III. Housing	4.62	386	386
IV. Clothing and Footwear	12.22	709	709
V. Miscellaneous	15.82	689	729
Total	100.00	787	796
Consumer Price Index Number		.....	.....

\*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=10, the new index number of base 1961=100 should be multiplied by the linking factor viz 2.450



## AURANGABAD CENTRE\*

795—A rise of 7 points

In April 1988 the Consumer Price Index Number for Industrial workers (1961=100) for the Aurangabad Centre with base January to December 1987 to 100 was 795 being 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the 1958-59 family living survey at the Aurangabad Centre.

The index number for the Food group increased by 9 points to 899 due to a rise in the average prices of tur dal, gram dal, moong dal, dry chillies, and mixed spices, potatoes and bananas.

The index number for the Fuel and Light group remained steady at 830.

The index number for housing remained steady at 333 being a six month high item.

The index number for the clothing and footwear group increased by 3 points to 699 due to a rise in the prices of dhoti and long cloth.

The index number for the miscellaneous group increased by 6 points to 678 due to a rise in the average prices of toilet soap (Hamam) Railway fare and money order charges.

## 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	
		March 1987	April 1988
I. Food	60.72	890	899
II. Fuel and Light	7.50	830	830
III. Housing	8.87	333	333
IV. Clothing and Footwear	9.29	696	699
V. Miscellaneous	13.62	672	678
Total	100.00	.....	.....
Consumer Price Index Number	.....	788	795

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1947, the new index number on base 1961=100 should be multiplied by the linking factor viz. 2.27.

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

The statistics for the last 12 calendar months from May 1987 to April 1988 are given in the following table:—

TABLE

Months (1)	Index Numbers	
	1987=100	1988=100
May 1987	703	854
June 1987	715	869
July 1987	724	880
August 1987	736	895
September 1987	745	905
October 1987	750	912
November 1987	755	918
December 1987	752	914
January 1988	753	915
February 1988	749	910
March 1988	753	915
April 1988	763	927

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR (INDUSTRIAL WORKERS) GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL 1988

Centre	Base	Food	Pan- Supari, Tobacco etc.	Fuel and Light	Housing	Clothing, Bedding and Footwear	Miscellaneous	Consumer Price Index Number April 1988	Equivalent Old Index Number March 1988	Consumer Price Index Number March 1988	Equivalent Old Index Number
1	2	3	4	5	6	7	8	9	10	11	12
Bombay	1960=100	936	917	1155	215	710	651	837	3,716	825	3,661
Solapur	1960=100	805	734	877	337	703	715	763	2,915	743	2,857
Nagpur	1960=100	838	994	1228	529	695	630	797	4,160	761	3,972
Pune	1961=100	794	....	906	176	647	598	705	....	688	....
Jalgaon	1961=100	811	....	1029	188	691	598	743	3,930	718	3,798
Nanded	1961=100	849	....	931	386	709	729	796	1,950	787	1,928
Aurangabad	1961=100	899	....	830	333	699	678	795	1,765	788	17,49

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

INDUSTRIAL RELATIONS IN MAHARASHTRA  
REVIEW FOR THE MONTH OF MARCH 1988

Industrial Courts, Tribunal and Labour Courts

In all 2756 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
<b>Industrial Courts/Tribunals—</b>							
1	Industrial Court, Bombay	17	44	170	211	442	211
2	Industrial Court, Nagpur	1	1	151	153	306	153
3	Industrial Court, Pune	2	6	71	79	84	79
4	Industrial Court, Thane	1	7	74	82	84	82
5	Industrial Court, Solapur	4	..	33	37	41	37
6	Industrial Court, Amravati	..	..	62	62	124	62
7	Industrial Court, Nashik	..	1	129	130	259	130
8	Industrial Court, Ahmednagar	..	..	19	19	38	19
9	Industrial Court, Jalgaon	2	..	46	48	50	48
10	Industrial Court, Aurangabad	..	..	76	78	154	78
Total		29	59	831	919	1,637	919

<b>Labour Courts—</b>							
1	2	3	4	5	6	7	8
1	Labour Court, Bombay	10	333	201	544	1,188	544
2	Labour Court, Pune	10	134	189	333	666	333
3	Labour Court, Nagpur	2	84	165	351	702	351
4	Labour Court, Thane	3	69	113	192	374	192
5	Labour Court, Kolhapur	3	42	100	145	290	145
6	Labour Court, Solapur	1	72	55	127	254	127
7	Labour Court, Akola	1	38	38	76	152	76
8	Labour Court, Nashik	1	1	21	23	46	21
9	Labour Court, Aurangabad	1	1	16	18	37	18
10	Labour Court, Dhule	1	12	51	64	128	64
11	Labour Court, Sangli	1	6	27	34	68	34
12	Labour Court, Amravati	1	6	27	34	68	34
13	Labour Court, Jalgaon	1	52	27	79	158	79
14	Labour Court, Bhandara	1	2	92	94	188	94
15	Labour Court, Ahmednagar	1	19	31	50	100	50
16	Labour Court, Latur	..	..	26	26	52	26
Total		30	846	961	1,837	3,674	1,837

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

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

(a.c.p.) Ra 4199—4 (535—8-88)



Analysis of disputes handled by the Conciliation machinery in the State during March 1968 under various Acts is given below :-

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

Act	Issues relating to pay, allowances and Bonus	Employment, leave, hours of work and miscellaneous causes	Total
1	2	3	4
Industrial Disputes Act, 1947	9	29	38
Bombay Industrial Relations Act, 1946	2	10	12
Bombay Industrial Relations (Extensions and Amendment) Act, 1964	1	3	4
Total	12	42	54

(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)
1	2	3	4	5	6	7	8
I. D. Act, 1947	1,487	415	70	148	57	52	327
I. R. Act, 1946	..	12	1	5	1	..	7
I. R. (Ext. and Amdt.) Act, 1964	40	4	2	1	3	3	9
Total	1,606	431	73	154	61	55	343

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.	Transport
1	2	3	4	5	6	7	8	9	10
I. R. Act, 1946	10	..	..	..	1	1	..	..	..

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

District-wise analysis is given below :-

Act	Kokan	Pune	Nashik	Nagpur	Nanded	Aurangabad	Amravati
1	2	3	4	5	6	7	8
I. R. Act, 1946	12	..	..	..	..	..	..

Act	Akola	Gadchiroli	Wardha	Chandrapur	Nagpur	Bhandara
1	2	3	4	5	6	7
I. R. (Extension and Amendment) Act, 1964	..	..	..	..	2	2

**INDUSTRIAL DISPUTES IN MAHARASHTRA STATE DURING MARCH 1988**

	March 1988	February 1988	March 1987
No. of Disputes	47	42	65
No. of Workers involved	11,258	13,032	12,528
No. of Mandays lost	2,98,396	2,89,720	3,14,176

Industrywise 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
	Started before beginning of the month	Started during the month	Total (col. 2+3)		
1	2	3	4	5	6
Textile	3	..	3	218	5,886
Engineering ..	27	1	28	90,33	2,39,210
Chemical	5	..	5	551	14,240
Miscellaneous ..	11	..	11	1,456	39,060
March 1988 Total ..	46	1	47	11,258	2,98,396
Total for Last Month Feb. 88	42	..	42	13,032	3,14,176

18 of the 47 disputes arose over question of "pay, allowances and bonus issues" 1 related to "retrenchment and grievances about personnel", and the remaining 28 were due to other causes.

Out of the 5 disputes that terminated during the course of the month 2 disputes were settled entirely in favour of the workers and 3 unsuccessful.

—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 DETAIL INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MARCH, 1988**

Serial No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved	Mandays lost during the month	Mandays lost w.l. close of the month	Remarks
					Began	Ended				
1		3	4	5	6	7	8	9	10	11
1	Forgings Pvt. Ltd., Waghari Marg, Kalina, Bombay 400 098.	Pvt.	S	Indiscipline (ii)	11-7-1984	..	825	16,065	7,16,007	Continued
2	M/s. W. M. I. Cranes Ltd., Bhandup Village Road, Bhandup, Bombay 400 0	Pvt.	S	Other	5-2-1987	..	728	19,575	2,64,030	Do.
3	Bombay— Everest Building Products Pvt. Ltd., Jitashankar Dadas Road, Mumb (West), Bombay 400 080.	Pvt.	S	Wages and Allowances (i)	5-5-1987	..	624	13,662	1,47,299	Do.
4	Th...	Pvt.	L	Indiscipline (vi)	28-6-1987	..	700	18,900	1,67,300	Do.
5	Bombay Bombay Indu 286, P Bon...	Co-	S/L	operative	Do.	..	559	10,881	54,405	Do.



THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION OF IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MANDAYS LOST DURING THE MONTH OF MARCH 1988—contd.

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					6	7	8	9	10	11	
	<i>Aurangabad—</i>										
6	Bajaj Auto Ltd., Bajaj Nagar, Walvi, District Aurangabad.	Pvt.	L	Violence	23-11-1987	..	3,452	82,361	3,49,798	Do.	
	<i>Thane—</i>										
7	Bharat Bijlee Ltd., Plot No. 2, M.I.D.C. Industrial Estate, Thane-Belapur Road, Kalva, District Thane.	Pvt.	S	Wages and Allowances (1)	19-1-1988	..	1,339	33,642	79,240	Do.	

M. R. BALUTKAR,  
Officer on Special Duty, Bombay.

PRESS NOTE ON ESIS BENEFIT IN MAHARASHTRA AND GOA

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

In Maharashtra 11,88,295 employees were under the coverage of the Scheme in the month of April 1988. The high lights of the benefits paid to those employees were as follows :

ESIS has paid Rs. 1 20 Crores as Cash Benefit in April, 1988.

- (I) 57,079 workers were paid Rs. 58,47,531.60 on account of Sickness and Rs. 4,31,291.50 were paid for the long term diseases, e.g. T. B., Cancer, Hemiplegia, Paraplegia, Psychosis etc. etc.
- (II) 10,543 workers were paid Rs. 51,34,191.55 on account of accidents and employment injury which included 8,655 cases for the permanent disablement and 3,065 for pension to the dependents/families due to the death of the workers in the accidents.
- (III) Rs. 6,71,852.00 were paid to the women workers as Maternity Benefit for the period of confinement. In addition to the above 21 persons were sterilized and they were paid Rs. 7,338.00 as family planning benefit.
- (IV) There were 236 cases where legal proceedings were initiated against defaulting employers/Insured Persons for the recovery of arrears of contributions as under —
 

(1) Under Section 45B ..	..	120 cases
(2) Under Section 75 ..	..	18 cases
(3) Under Section 84 ..	..	5 cases
(4) Under Section 85 ..	..	93 cases.

LIST OF THE EMPLOYERS WHO WERE FOUND GUILTY BY THE M. M. COURT DURING THE MONTH OF APRIL, 1988

612

Serial No. (1)	Name and Code No. of Accused Employers (2)	Offence under section (3)	Fine imposed (4)	Cost awarded (5)
1	M/s. Hotel Amigo, 31-16694-111	85 (g)	Rs. 250	Rs. 50
2	M/s. Investigation and Plant Security Agency, 31-17791.	85(a)	Rs. 200	Rs. 50
3	M/s. Investigation and Plant Security Agency, 31-17791.	85(a)	Rs. 200	Rs. 50
4	M/s. Investigation and Plant Security Agency, 31-17791.	85(a)	Rs. 200	Rs. 50
5	M/s. Shah Enterprises, 31-14076-81	85(a)	Rs. 600	Rs. 100
6	M/s. Narendra Silk Mills, 31-10981	85-A	Rs. 800 and One day's S.I.	Rs. 250
7	M/s. Narendra Silk Mills, 31-10981	85(a)	Rs. 100	.....
8	M/s. Maharashtra Packgng, 31-21070	85(a)	Rs. 400	Rs. 50
9	M/s. Willingdon Sports Club, 31-9841	85(a)	Rs. 750	Rs. 150
10	M/s. Ujagar Silk Mills, 31-2834-C-19	406-409 IPC	Rs. 1200 and one day's sitting imprisonment.	
11	Adwait Engg., 33493	Non payment of Cont. for February 1986.	Case decided on 8th April 1988. Accused was fined of Rs. 300.	
12	Jai Bhawani, 30620	Non Payment of Cont. for September to November 1986.	Case decided on 13th April 1988. Accused was fined of Rs. 800 and 8 days simple imprisonment.	
13	M/s. Raj Plastic, 33-33601	Non production of records.	Case decided on 31st March 1988. Accused was fined of Rs. 200.	
14	Marina Snacks, 31337		Case decided on 26th April 1988. Accused pleaded guilty and fined of Rs. 1,000, Rs. _____ awarded to Corporation.	
15	V. P. Komkar, 11041	Non submission of R. C. March 1987.	and _____ was fined of Rs. _____ Rs. 200 awarded to Corporation.	
16		Non submission of R. C. March 1987.	Case decided on 26th April 1988. Accused was fined of Rs. 150.	
17	M/s. Praresh Ind., 30337	Non submission of R. C. March 1987.	Case decided and Accused was fined of Rs. 600.	
18	M/s. Union Ditch Builders, 6566	Non submission of R. C. March 1987.	Case decided on 26th April 1988. Accused was fined of Rs. 300, Rs. 150 awarded to Corporation.	
19	Sath Sakharam Narendras Basashala	Non submission of R. C. March 1987.	Case decided on 6th April 1988. Accused was fined of Rs. 500.	
20	M/s. Aqua Bakers, 32-671-01, Case No. 176/88.	85(a)	Rs. 100	
21	M/s. Aqua Bakers, 32-671-09, Case No. 177/88.	85(a)	Rs. 100	
22	M/s. Aqua Bakers, 32-671-09, Case No. 176/88.	85(a)	Rs. 100	
23	M/s. Aqua Bakers, 32-671-01, Case No. 175/88.	85(g)	Rs. 100	
24	M/s. Hotel Aroma, 32-274, Case No. 147/88.	85(a)	Rs. 100	
25	M/s. Hotel Aroma, 32-274, Case No. 148/88	85(a)	Rs. 100	
26	M/s. Hotel Aroma, 32-274, Case No. 148/88	85(e)	Rs. 100	
27	M/s. Modern Asbestos Cement Pipe Industries, 32-587, Case No. 171/88.	85(a)	Rs. 100	
28	M/s. Modern Asbestos Cement Pipe Industries, 32-587, Case No. _____	85(a)	Rs. 100	
29	M/s. Modern Asbestos Cement Pipe Industries, 32-587, Case No. 173/88.	85(a)	Rs. 100	
30	M/s. Modern Asbestos Cement Pipe Industries, 32-587, Case No. 173/88.	85(g)	Rs. 100	

LABOUR GAZETTE JUNE 1988

LABOUR GAZETTE



LIST OF THE EMPLOYERS WHO WERE FOUND GUILTY BY THE M. M. COURT DURING THE MONTH OF APRIL 1988—Contd.

Serial No. (1)	Name and Code No. of Accused Employers (2)	Offence under section (3)	Fine imposed (4)	Cost awarded (5)
31	M/s. Alert Industrial Security Services Mfg., 23-2263, Cr. Case No. 2332/87.	85(a)	Rs. 200	
32	M/s. Alert Industrial Security Services Mfg., 23-2263, Cr. Case No. 2333/87.	85(a)	Rs. 200	
33	Trupati Eng. Industries, Abad, 25-0826-78, Cr. Case No. 563/87.	85(e)		
34	Trupati Eng., Industries, Abad, 25-0826-78, Cr. Case No. 1978/87.	85(e)		
35	Trimurthy Industrial Corporation, Abad, 25-0225-78, Cr. Case No. 1980/87.	85(e)	Rs. 100	

A. Y. CHANDE,  
Deputy Regional Director.

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