

Newspaper  
D. N. 11549/5

## THE INDUSTRIAL COURT REPORTER

Started in January, 1948, the *Industrial Court Reporter*, issued monthly, contains important orders and awards of the Industrial Court and Tribunals in Maharashtra State, as well as the selected decisions of the High Court and the Supreme Court of India. The *Reporter* serves employers, employees, trade unions and lawyers in finding at one place the case law on industrial and labour matters.

\*Annual Subscription : Rs. 50.

\*Back Copies : If in stock supplied at Rs. 18 per yearly set.

\*Advertisement Rates : Can be had on request.

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

All correspondence and remittances should be addressed to—

THE COMMISSIONER OF  
LABOUR

"Commerce Centre", Tardeo,  
Bombay 400 034

Tel. No. 393651

PRINTED AT CENTRAL PRESS, BOMBAY

Regd. No. BYW-10

Licence No. 1  
Licensed to Post  
Without Pre-Payment

89



182

## LABOUR GAZETTE

VOL. LXIII

No. 10

JUNE 1984

SINGLE COPY Rs. 5

ANNUAL SUBSCRIPTION Rs. 50

ISSUED MONTHLY BY

THE OFFICE OF THE COMMISSIONER OF LABOUR  
GOVERNMENT OF MAHARASHTRA

2 MRZ 1985 Weltwirtschaftl

X 34 38

## LABOUR GAZETTE

Started in 1971, the *Labour Gazette*, issued monthly, is a journal of interest to all interested in obtaining prompt and accurate information on labour matters specially affecting and concerning labour in India and abroad. It contains statistical and other information on consumer price indices, working class industrial disputes, industrial relations, under labour laws, labour legislation, etc. Special articles on labour etc. are published from time to time.

Annual subscription for the year Sept. 1983—Aug. 1984 is being accepted at Rs. 50.

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

ALL CORRESPONDENCE AND REMITTANCES SHOULD BE ADDRESSED TO:

The Commissioner of Labour,  
"Commerce Centre", Tardeo, Bombay 400 034

Tel. No. 393651

## LABOUR GAZETTE

### Advertisement Rates

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

\*Advertisements for 1/2 pages in the 2nd, 3rd and 4th covers are not accepted.

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

## Editorial Board

Editor :

Shri M. B. Gajare, B.A., (Hons.), M.L.W. (Bombay),  
Deputy Commissioner of Labour,  
Maharashtra State, Bombay (*Ex-Officio*).

## MEMBERS OF THE EDITORIAL BOARD

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

# LABOUR GAZETTE

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

vol. LXIII

JUNE 1984

[No. 10]

## CONTENTS

PAGES

### THE MONTH IN BRIEF

619

#### CURRENT NOTES—

Best Managed companies in India	..	..	620
Move in W. Germany towards more part-time work	..	..	620
Provident Fund arrears increase	..	..	621
Wage distortions in public sector	..	..	621
United Labour cases	..	..	621
Railways to ban casual labour	..	..	622
Bill to bring more persons under E. S. I. introduced.	..	..	622
Bill to abolish wage limit for compensation.	..	..	623
Workers' day in Public Sector units mooted	..	..	624
Tripartite meet on workers say in management	..	..	625
Liberalised pension for State Government Pensioners	..	..	626
Unions back anti-racism campaign	..	..	626

### LABOUR LEGISLATIONS

An amendment to the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 L. A. Bill No. VI of 1984.	627
--	-----

### GIST OF IMPORTANT NOTIFICATIONS UNDER VARIOUS LABOUR LAWS

630

### CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS IN MAHARASHTRA

STATE.	..	..	..	..	..	679
Bombay	..	..	..	..	..	680
Solapur	..	..	..	..	..	681
Nagpur	..	..	..	..	..	682
Pune	..	..	..	..	..	683
Jalgaon	..	..	..	..	..	684
Nanded	..	..	..	..	..	685



# ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS

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

### LABOUR INTELLIGENCE—

Industrial Relations in Maharashtra State	..	..	686
Industrial Disputes in Maharashtra State	..	..	687
Benefits under the Employees State Insurance Scheme	..	..	688
Miscellaneous	..	..	691
Appointment of Committee for Implementing Legal aid Scheme	..	..	694
			695
			695

## The Month in Brief

### Labour Legislation

An amendment to the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 L. A. Bill No. VI of 1984, has been introduced in the State Legislature.

### Consumer Price Index Numbers for working class

The Bombay, Solapur and Nagpur Consumer Price Index Numbers for Working Class for the month of April 1984, with average price for the year ended December 1960 equal to 100 were 586, 588 and 570 respectively. The Pune, Jalgaon, Nanded and Aurangabad consumer Price Index Numbers for Working Class for the month of April 1984 with the average prices for the year ended December 1961 equal to 100 were 546, 561, 630 and 581 respectively.

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

All India Average Consumer Price Index Numbers for Industrial Workers (General) base 1960-100 for April 1984 was 559 as compared to 558 in March 1984. On base 1949-100 derived from 1960 based Index worked out to 679 as against 678 for March 1984.

### Industrial Disputes in Maharashtra State

During the month of March 1984, there were 41 disputes involving 17,067 workmen and time loss of 4,04,411 working days as compared to 44 disputes in February 1984, involving 16,567 workmen and time loss of 3,61,705 mandays. Further particulars of industrial disputes are given at pages 692 to 693 of this issue.

### Benefits under the Employees State Insurance Scheme

During the month of April 1984, 77,686 insured persons received Rs. 57,23,210 35 Cash benefit due to employment injuries. This includes 6,808 persons who were in receipt of pension for permanent disablement benefit and 2,608 persons who were in receipt of dependants of deceased insured persons.

## Current Notes

### Best Managed Companies in India

According to a nationwide study on Indian perceptions of effective management conducted by the Foundation for Organisational Research (FORE), the list of top eight effectively managed organisations include Hindustan Lever, TELCO, TISCO, ITC Ltd., Larsen and Toubro in private sector and Hindustan Machine Tools Limited, Bharat Heavy Electricals Ltd., and ONGC in public sector.

The study made on the responses of 523 senior managers from the public and private sectors industry and business and others connected with management including trade unionists, public men and journalists, says that the much-maligned public sector in India is gaining acceptance in the eyes of business managers and Indian consciousness is undergoing a subtle change. Management effectiveness is no longer viewed as merely a function of 'how' a management worked but also of 'what' task it performed.

The study reveals that the pivot around which management effectiveness in Indian organisations revolves is the human aspect represented by job satisfaction, morale, team-work and a sense of belongingness. The second more important indicator of effectiveness is consumer satisfaction and public image. The study says effective leadership is an omnibus substitute to various needs of the employee, adding that financial management, planning, industrial relations, personal policies and practices and allocation of job responsibilities are only second in importance for management effectiveness.

The study further says that since HMT and BHEL have emerged as the two most effective industrial organisations in people's perception, it disproves the popular notion that being in the public sector in itself is a hindrance to management effectiveness.

The study also identified the eight most ineffective organisations. They are SAIL, Coal India, Heavy Engineering Corporation, NTC, Metal Box, Binny W.G., Forge and DCM.

(E. F. I. Bulletin, dated 15th May 1984)

### Move in W. Germany towards more part-time work

Faced with union claims for a reduction in working time from 40 to 35 hours—but without a proportional cut in wages—in order to "reduce unemployment" employers in the Federal Republic of Germany are generally recommending, among other measures, more part-time work. The advantages of such a solution have been explained recently by the Institute of Germany Economy (IW) in many publications.

According to information available, in the overall Germany economy approximately 1.3 million jobs, at present full-time, could in fact be shared—420,000 of which in industry, 37,000 in the building trade and 283,000 in commerce. Various studies have been carried out to determine to what extent full-time workers would be prepared to accept part-time employment—with a corresponding reduction in wages. The studies reveal that the number of people so inclined is on the increase (55% in favour of part-time work in 1983, against 38% in 1981, while the percentage in favour of job-sharing has already reached 28%).

According to another study, carried out by the University of Bielefeld, a move towards part-time work and a 35-hour week—but with wages brought into proportion—would enable 370,000 full-time jobs to be created. However, the labour laws, would need to be amended to facilitate part-time work or flexible working hours. Present-day legislation on hours of work does not provide for recourse to such forms of employment, although it does not present any major obstacles to them.

(E. F. I. Bulletin, dated 15th May 1984)

### Provident Fund arrears increase

The provident fund contributions in arrears as on March 31, 1983 stood at Rs. 42.83 crores registering an increase of Rs. 11.46 crores over the previous year. According to the 30th annual report of the Central Provident Fund Commissioner, this increase has mainly occurred in the Madhya Pradesh region where the arrears have risen by Rs. 9.33 crores compared to the previous year. Nearly 74 per cent of the arrears are concentrated in four region: Madhya Pradesh Rs. 14.9 crores;

(E. F. I. Bulletin, dated 15th May 1984)

### Wage Distortions in Public Sector

Replying to a question in the Lok Sabha on May 8, 1984, the Minister of state for Labour, Mr. Dharma Vir said that the reasons for distortions in the wage structure of public sector undertakings are mostly historical and also due to compulsions of collective bargaining by the unionised employees in the respective undertakings.

(E. F. I. Bulletin, dated 15th May 1984)

### Bonded labour cases

The Government conceded in the Rajya Sabha on May 7 that even though bonded labourers were technically freed by an ordinance in 1975, incidence of the system had been reported from 11 states.

These states are: Andhra Pradesh, Bihar, Gujarat, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, Tamilnadu and Uttar Pradesh.

The Minister of state for Labour, Shri Dharma Vir said that under the Bonded Labour System (Abolition) Act of 1976, the responsibility for identification release and rehabilitation of bonded labourers rested entirely with the state governments.

(Indian worker, dated 7th 14th, 21st May 1984)



**Railways to ban casual labour**

THE Indian Railways will soon do away with its age-old practice of recruiting employees as casual labour.

Railway Minister A.B.A. Ghani Khan Choudhary, who gave this assurance in the Rajya Sabha on May 9, agreed that the system of casual labour was wrong.

Unwilling to displace the present labour force working on the 'casual labour system', the Railways would be absorbing them in permanent positions as soon as such vacancies arose.

The Railway Ministry, he said, was 'actively considering' granting of temporary status to project casual labour on completion of 360 days of continuous employment.

It was being done in pursuance of the Supreme Court's observations on a writ petition about the terms and conditions of employment of casual labour, he added.

At present, the project of casual labour was given consolidated monthly wage and allowed nine holidays in a year after completion of 180 days of continuous employment. But the new system would give them all the benefits and status of the temporary employees of the Railways, he added. Shri Choudhary said that instructions were being sent to all the zonal managers of the Railways to consider the question of forming separate cells to deal with the problem of casual labourers and devise measures to absorb them when possible.

The Railway Minister, however, refused to give commitment on a time-frame for absorption of all the casual labour, saying he would have to first look into the economy of the Railways.

At the end of March last year, there were about 2,35,000 casual labourers with the Railways. Of them, more than 2,32,000 were engaged in the zonal railways and other production units. Over 44,000 casual labourers were regularised in 1981-82 and 1982-83.

However, he said, it would not be possible for the Railways to do away entirely with the system of contractors.

*(Indian Worker 7th, 14th and 21st May 1984)*

**Bill to bring more persons under ESI introduced**

A bill to include in the Employees' State Insurance Scheme persons earning upto Rs. 1,600 a month from the existing Rs. 1,000 was introduced in the Rajya Sabha on May 10 — the last day of its current session.

'The Employees' State Insurance (Amendment) bill, 1984, seeking to amend the 1948 Act, will also provide certain benefits to the employees in the private sector in the case of sickness, maternity and employment injury'.

The bill was introduced in the House by Minister of State for Labour Dharma Vir and would come in for debate during the next session.

When passed, the bill, will meet a major demand of the trade unions which have been seeking enhancement in the wage ceiling under the act for quite some time.

Under the bill, it has been proposed to delink the employers' contribution and provide for recovery of employees as well as employers contribution at a fixed percentage of wages.

The proposed revision in the rates of employers' contribution would be five per cent of the wages of an employee, while the employees contribution would be just half.

Other vital amendments to be carried out include relief to low paid employees, by raising the level of average daily wages from below Rs. two to below Rs. six for the purpose of exemption from payment of employees' contribution, and changing of the unit of contribution, specified in the Act, from a 'week' to a wage period. As such the unit of contribution in respect of an employee would be the period for which wages were ordinarily payable.

Under the present bill provision would also be made for framing of rules under the Act with retrospective effect validation of the Employees State Insurance Corporation (General Provident Fund) Rules 1973.

*(Indian Worker, dated 7th/14th, 21st May 1984)*

**Bill to abolish wage limit for compensation**

The Lok Sabha on May 8 took up for consideration the Workmen's Compensation (Amendment) Bill.

Piloting the Bill, the Labour Minister, Shri Veerendra Patil, said the legislation seeks to do away with the wage limit for payment of compensation to workmen or their dependents in case of employment injuries, disablement or death. This step would benefit a large number of workmen who are at present drawing over Rs. 1,000 a month.

The Minister informed the House that comprehensive amending legislation was being drafted.

Shri Patil said the proposed revised rates of compensation were in consonance with those specified by the International Labour Organisation convention concerning minimum standards of social security.

The Bill also seeks to introduce a new formula for the calculation of compensation at rates than the existing ones.

*(Indian Worker dated 7th, 14th and 21st May 1984)*

### Workers' say in public sector units mooted

'The scheme for workers' participation in management should be implemented in public sector enterprises as an article of faith' and without mental reservations.

'This was one of the major conclusions of a three-day seminar on "Workers involvement in the management of public enterprises", jointly organised by the Forum on Public Sector, the Centre for Public Sector Studies, ILO, Bureau of Public Enterprises Government of India and Council of State Industrial Development and Investment Corporations of India.

Over 400 managers of public sector enterprises, trade union leaders and labour and personnel officers attended the seminar which was held here recently. Many experts drawn from home and abroad took part in the seminar.

The seminar was of the opinion that the participative management should deal with work-related issues as collective bargaining dealt with interest related issues. If such scheme was implemented in letter and spirit by both the management and workers representatives it will facilitate collective bargaining.

The seminar felt there was a need for change in the attitude and thinking of trade unions towards management on a reciprocal basis. The trade union leaders should shed the path of confrontation and adopt an attitude of genuine and willing co-operation for the good of the enterprises. Since there is no contradiction or conflict between workers participation in management and collective bargaining, the trade union should consider the new scheme as an extension of collective bargaining and not as an encroachment on their existing rights.

The top management should be given sufficient long tenure, a minimum of five years, but they should be result-oriented. The management should be given full autonomy and complete operational freedom. The managers and workers, however, should work as a collective team in the participatory forums at all levels.

The worker-director should be from among the employees and not an outsider. The management should give due weight and careful thought to the views expressed by worker-director on ways to reduce costs or remove pitfalls in administrative and improve the functioning of the enterprise. The worker-director should be treated equal and at par with other directors irrespective of his designation or status in the enterprise.

The government directors should support the employee-director in this regard and on other vital matters which may be in the wider national interests and common goal of implementation of the socio-economic objective.

*Indian worker, dated 28th May 1984).*

### Tripartite meet on workers say in management

The tripartite meeting of the Central Government undertakings and central trade union organisations, while emphasising the need for the immediate implementation of the new scheme of workers' participation in management, announced in December last year, reached a consensus that only the recognised trade unions should be associated with the operation of the scheme.

Sarvashi S. L. Passey, Secretary, INTUC and Haribhau Naik, General Secretary of Rashtriya Mill Mazdoor Sangh, voiced the views of the INTUC in the meeting, held on May, 25 under the Chairmanship of the Union Labour Secretary, Shri B. G. Deshmukh.

The broad consensus was that where existing fora of consultations are working effectively, the same system may be allowed to continue. In undertakings where the scheme is yet to be put into operation, workers and management should be free to evolve proper consultative fora through mutual consultations. It is only when they find it difficult to evolve such a machinery that the monitoring agency envisaged by the 1983 scheme should step in and help.

On the issue of the workers' unions to be involved in the operation of the scheme, a section of the trade union representatives made a vain bid to force secret ballot for according recognition to the unions participating in the scheme. This was strongly objected to by Shri S. L. Passey who pointed out that the committee did not have the authority to go into the question of the methodology to determine the unions for according recognition.

With regard to the economics and finance of the undertakings, some representatives of the managements said that they were bound by the production targets and policies fixed by the Government. They also pointed out that the Bureau of Public Enterprises was monitoring the cost of production, prices, etc. However, it was agreed that these issues could also be discussed if there is an agreement between the managements and the workers' recognised representatives.

Shri Passey's suggestion that there should be clear demarcation of the issues to be taken up in the collective bargaining process and the participative scheme was approved. It was also agreed that the unions of the supervisory personnel should not be considered as workers' unions for participative management.

Both labour and management representatives felt that the functions laid down in the scheme for participation are quite elaborate and should continue.

The scheme will be applicable to all central public sector undertakings except those specifically exempted from its operation by the administrative ministry or department in consultation with the Labour Ministry. Department undertakings are excluded from the purview of the scheme.



The 1983 scheme had come under attack from Dr. H. Pais, Dean of the National Labour Institute, New Delhi. In a paper, he said it had kept out of its ambit a major chunk of industry in the form of departmental undertakings and commercial organisations in the public sector. If the objective is to involve workmen in order to improve efficiency, quality and productivity, there is no reason to keep out such a large and important area.

Secondly Dr. Pais has said, in other countries the primary motivation for worker participation has been the need to survive in tough competitive market. Such compulsion does not exist in the public sector in India. Worker identification with the product and the urge to excel are largely absent. The scheme will therefore begin with serious disadvantages. The Government should consider introducing inter-unit competition and take steps to ensure adequate downward flow of information on product, quality and market.

He also said direct participation at the shop level would be unavoidable in a multi-union environment as in India if the scheme is to succeed. Participation through representation suits the plant level where direct participation is not feasible. He also favoured representation at the board level which the 1983 scheme had ignored.

*(Indian worker, dated 23th May 1984).*

#### Liberalised pension for State Government Pensioners

The Government of Maharashtra has decided to extend the benefit of the liberalised pension formula to pre-March 31, 1979, State Government pensioners on the lines of the orders issued by the Government of India. The necessary order in this regard will be issued shortly.

The Government of India has issued orders applying the liberalised pension formula to her pre-March 31, 1979 pensioners on the basis of Supreme Court Judgement on a writ petition delivered in December 1982.

*(Daily Note, dated 17th May 1984)*

#### Unions back anti-racism campaign

METAL unions in Canada have lent their full support to a labour organized anti-racism drive launched in Ontario. The campaign includes a television commercial, leaflets in seven languages, weekend courses on fighting workplace racism and seminars with community and union representatives.

One of the fact sheets puts forward these arguments to counter racist attitudes in the workplace :

Immigrants played a crucial role in building Canadian unions

Discounting the effects of differences in education, experience, skills and the nature of the job, minority workers earn less than dominant group workers;

Racism divides workers. It undermines organizing drives, weakens union strength in bargaining and helps break strikes.

Government studies show Canada needs 1,50,000 new immigrants a year to maintain a stable population and economy.

*(Indian Worker, dated 7th, and 14th, 21st May 1984)*

## Labour Legislation

### MAHARASHTRA LEGISLATURE SECRETARIAT

The following Bill was introduced in the Maharashtra Legislative Assembly on 19th April 1984

#### L. A. BILL No. VI OF 1984

##### A BILL

*further to amend the Maharashtra Recognition of Trade unions and Prevention of Unfair Labour Practices Act, 1971*

WHEREAS it is expedient further to amend the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 (Mah. I of 1972) for the purposes hereinafter appearing; It is hereby enacted in the Thirty-fifth Year of the Republic of India as follows :—

1. *Short title and Commencement.*—(1) This Act may be called the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices (Amendment) Act, 1984.

(2) It shall come into force at once.

2. *Amendment of section 12 of Mah. I of 1972.*—In section 12 of the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 (hereinafter referred to as "the principal Act") after sub-section (3), the following new sub-section shall be inserted, namely :—

"(3A) Notwithstanding anything contained in sub-sections (2) and (3), the Industrial Court may direct secret voting in order to decide the majority union from amongst the contesting unions. Such secret voting will be held under direction and supervision of the Industrial Court".

3. *Amendment of section 13 of Mah. I of 1972.*—In section 13 of the Principal Act, in sub-section (1) in paragraph (ii) for the words "six calendar months" the words, "three calendar months" shall be substituted.

4. *Amendment of section 20 of Mah. I of 1972.*—In section 20 of the principal Act, in sub-section (1), after clause (d), the following new clause shall be inserted, namely :—

"(e) to inspect the accounts of the undertaking, check the quality and cost of materials purchased and supervise the sale of finished material and scrap; in case, any irregularity, malpractices of misappropriation are observed in such process, the same shall be pointed out by the office-bearers to the Directors of the company and if necessary, directly to other concerned authorities".

5. *Amendment of section 30 of Mah. I of 1972.*—In section 30 of the principal Act, after sub-section (4), the following new sub-section shall be inserted, namely :—

"(5) The Industrial Court shall have no power whatsoever to direct the police to help the employer or employees or to direct the police to take out the finished or unfinished goods or to help recruiting new hands, when there is a strike or lock-out (either legal or illegal) in any unit."



## STATEMENT OF OBJECTS AND REASONS

Industries are mushrooming in the State of Maharashtra giving rise to increased trade unionism and trade Union activities day by day. In almost all the cases, the employers are hesitant to recognise the majority union. The procedure laid down for the recognition of unions as per the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971 does not have any provisions to decide the majority union by secret voting. While seeking recognition from the Industrial Courts, the contesting unions are only required to produce a list showing the names of the workmen and counterfoils of the membership receipts. There is a tendency among the workmen to give membership subscription to more than one union at a time with the object to secure certain benefits through each union. It is, therefore, becoming cumbersome for the Court to decide the majority from these applications. In order to verify the majority, the Investigation Officer appointed by the Court has to visit the unit, call each workman in the presence of the representatives of various unions and find out of which union he is a member. Some units like Mazgaon Dock Ltd., Premier Automobiles Ltd., etc. employ about 10,000 workmen and the process of such verification in such units takes considerable time, and in many cases, the same may not be accurate. In many cases, it is the tendency of the employers to recognise the minority union and go on creating litigations and harassment to the workmen and this is one of the main causes for labour unrest, violence and dissatisfaction among the workmen. It is, therefore, high time that the Industrial Court should be empowered to direct the Investigation Officer to hold secret voting in order to ascertain the majority union in a peaceful manner.

As per clauses (2) and (3) of section 12 of the Act, there already exists a provision that the Industrial Court shall satisfy the membership of the union, its accounts and working conditions etc. before recommending its recognition. The amendment proposed in section 12 would empower the Industrial Court to direct secret voting also if, the Court finds it necessary in certain cases and this would obviate to a great extent the possibility of minority union being recognised as at present.

2. Day by day the working class is becoming conscious of their rights and awareness regarding the deprivation of their genuine share in the profitability of their employers is increasing. There is a noticeable tendency among the workmen to leave one union and join another atleast on an experimental basis with a hope to be able to secure benefits for them. In such process, there are instances where the workmen have left the old union enmass and have joined a new union. In order to cancel the recognition of the previous union, as per the present Act, they are required to wait for six months. Even for getting recognition for the new union, six months duration is required. This natural, causes delay in settling their immediate grievances including payment of bonus acceptance of charter of economic demands etc. It is, therefore, proposed to reduce this period to 3 months by amending section 13 of the principal Act.

3. The recognised union is supposed to be an Union of the majority of the workmen and therefore, it should have a right on behalf of workmen to actively participate in the working of the company with a view to ensure its smooth running. It is observed especially in the textile units that many employers are diversifying the funds, manipulating the accounts and thus deliberately making units sick. Units like Sitaram Mills, Bradbury Mills, etc. in Bombay are closed because of such huge misappropriation of funds by employers. Another engineering unit, W. G. Forge and Allied Industries Ltd., having its factories at Thane and Kudal employing about 3,000 workmen is having outstanding loans to the tune of Rs. 42 crores. The reasons for this heavy accumulation of loans is only misappropriation of funds by the management and the workmen are innocent in the matter. These are only few examples of misappropriation and manipulation of funds on the part of employers. It is, therefore, high time that the working class who constitutes the backbone of every industry is allowed to have a say in the overall functioning of the company and right to deal with malpractices and misappropriations, if any. The proposed amendment to section 20 seeks to achieve this objective.

4. The present procedure prescribed under the law to solve the economic problems of the workmen has miserably failed. There is, mounting dissatisfaction among the working class because they cannot cope up with the rising prices. In order to safeguard their interests, they have to organise themselves to put up their demands and if nothing materialises, to resort to peaceful agitation. In the course of such peaceful agitation, strikes and lock-outs are inevitable. So long as the workers are sitting peacefully at the gates and not resorting to any violence, it should be the duty of Government and even the Industrial Courts to honour the sentiments of such workmen. When hundreds of workmen are starving at the gates, the use of police force to take out the goods from such strike-bound companies amongst showing disrespect to the sentiments of the workmen. Hence, when the managements try to take out the goods or recruit new hands under police protection, violence naturally erupts among the peace-loving workmen. For instance, the strike of the 2.5 lakh textile workers was totally peaceful for the first 5/6 months and during this time, there was no need for the police to interfere. However, when the recruitment of new workmen was started by giving regular advertisements in the press and heavy police interference commenced the workers started losing their temper, and several sporadic incidents of violence were reported.

In view of the above reasons, it is advisable to restrict the power of the Industrial Court to direct the police to help the employer to take out the finished or semi-finished or unfinished goods or to help recruiting new hands when there is strike or lock-out (either legal or illegal) in any unit. The proposed amendment in section 30 is aimed at achieving this objective.

(Published in M.G.G. Part V, dated 26th April 1984, pages Nos. 275 to 278)

# Gist of Important Notifications under Various Labour Laws

## I. BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred on him, by sub-section (2) of section 5 of the said Act, the Commissioner of Labour, Bombay, has appointed Shri M. N. Naik, Government Labour Officer, Bombay, to be the Assistant Registrar of Unions for all the local areas in Bombay Division (excluding Thane District) in place of Smt. U. P. Patwardhan, Government Labour Officer, Bombay and Smt. S. M. Naik, Government Labour Officer, Bombay respectively.

(Notification No. CL/BIR/NTF/1084/H.O.III-B, dated 9th January 1984, published in M.G.G., Part I-L, dated 19th April 1984, Page No. 1708).

## II. BOMBAY LABOUR WELFARE FUND (AMENDMENT) ACT, 1983.

(A) *Appointments under the Act.*—(1) In exercise of the powers conferred by sub-section (2) of section 1 of the said Act, the Government of Maharashtra has appointed the 20th February 1984, to be the date on which the said Act, shall come into force.

(Notification MLW/1083/4060/Lab-11, dated 20th February 1984, published in M.G.G., Part I-L, dated 5th April 1984, Page No. 1520).

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

(A) *Declaration of relief undertakings under the.*—(1) In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has declared the relief undertaking called Rajan (Textile) Mills Private Limited, Barai (District Solapur) for a further period of 6 months commencing on the 1st day of March 1984, and ending on the 31st August 1984 (both days inclusive), be conducted to serve as a measure of un-employment relief subject to the conditions as specified in the said notification.

(Notification No. BRU/1084/9802/IND-10, dated 27th February 1984, published in M.G.G., Part I-L, dated 5th April 1984, Pages Nos. 1525-26).

(2) In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has declared the relief undertaking called M/s. Vijay Manufacturing Co. (Pvt.) Ltd., Badnera, for further period of one year commencing on the 1st day of March 1984 and ending on the 28th day of February 1985 and both days inclusive be conducted to serve as a measure of un-employment relief subject to the conditions as specified in the said notification.

(Notification No. BRU/1084/98/3/IND-10, published in M.G.G., Part I-L, dated 9th April 1984, pages Nos. 1531-32).

(3) In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has declared the undertaking called M/s. Vasant Sahakari Shetkari Soot Wa Kapad Girni Limited., Pandharkawada, District Yeotmal for a further period of one year commencing on the 2nd March 1984 and ending on the 10th day of March 1985 (both days inclusive) be conducted to serve as a measure of un-employment relief subject to the conditions as specified in the said notification.

(Notification No. BRU/1083/9812/IND-10, dated 2nd March 1984, published in M.G.G., Part I-L, dated 5th April 1984. Pages Nos. 1533-34).

(4) In exercise of the powers conferred by sections 3 and 4 of the said Act, the Government of Maharashtra has declared that the said relief undertaking named Messrs. Miraj Glass Private Limited, Miraj for a further period of one commencing on the 9th day of March 1984 and ending on 8th March 1985 (both days inclusive) be conducted to serve as a measure of un-employment relief subject to conditions as specified in the said notification.

(Notification No. BRU/1083/9815/IND-10, dated 7th March 1984, published in M.G.G., Part I-L, dated 5th April 1984, pages Nos. 1540-1542).

## IV. BOMBAY SHOPS & ESTABLISHMENTS ACT, 1948.

*Notifications under the Act.*—(1) In exercise of the powers conferred by proviso to section 4 of the said Act, the Government of Maharashtra has amended Schedule II to the said Act, as follows, namely —

In the said Schedule II to the said Act, in entry No. 308, in column 2, after entry No. 307, the following entry shall be added, namely :—

* 308—The establishment of the Janata Commercial Co-operative Bank Limited at Tajna Peth in Akola City.	Section 13, subject to the condition that no employees be allowed to work beyond 9-30 P.M.
---	--

Section 17, subject to the condition that spread-over shall not exceed 12½ hours a day on any day.

Six branches of the Janata Commercial Co-operative Bank Limited in Akola City.	Section 62, subject to the condition that the registers and records shall be made available to the inspector for inspection.
--	--

(Notification No. BSE/1483/CR-262/Lab-9, dated 19th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, Page No. 1483).

(2) In exercise of the powers conferred by sub-section (5) and section 1 of the said Act, the Government of Maharashtra has directed that all the provisions of the said Act, shall come into force in the Bhokar Municipal area in Nanded District with effect from the 1st day of April 1984.

(Notification No. BSE/2583/6039/7081/Lab-9, dated 8th March 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1546).

(3) In exercise of the powers conferred by the proviso to section 4 of the said Act, the Government of Maharashtra has amended schedule-II to the said Act, as follows namely :—

In the said Schedule II to the said Act, in entry No. 202, in column 2 :—

(i) for the words "Boutique Shop" the words "Boutique show Room" shall be substituted.

(a) for the words "International Transit Lounge, Santacruz Airport, Bombay" the words, figures and brackets "Shop No. 14, Transit Lounge (Eastern area), New International Passenger Terminal, Bombay Airport (Sahar), Bombay 400 099" shall be substituted.

(Notification No. BSE/1481/CR-44/Lab-9, dated Nil, published in M.G.G., Part I-L, dated 26th April 1984, page No. 1814).

(4) In exercise of the powers conferred by the proviso to section 4 of the said Act, the Government of Maharashtra has amended Schedule-II to the said Act, as follows, namely :—



In the said Schedule II to the said Act, in entry No. 307, in column 2, after entry 306, the following entry shall be added, namely

Employees of the Cake Shops belonging to Taj Trade and Transport Company Limited, Bombay 400 039, situated at (1) Calton Court, Bandra (West), Bombay 400 050, (2) 120, S. V. Road, Andheri (West), Bombay 400 058, (3) Beach Heaven, near Palm Grove Hotel, Juhu, Bombay 400 045, respectively.

(Notification No. BSE/1483/CR-716/Lab-9, dated 7th January 1984, published in M.G.G., Part I-L, dated 26th April 1984, page No. 1814).

#### V. FACTORIES ACT, 1948.

(4) *Notifications under the Act.*—The following draft rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (d) of sub-section (1) of section 6 and section 112 of the Factories Act, 1948 (LXIII of 1948), and of all other powers enabling it in this behalf, is hereby published as required by section 115 of the said Act for the information of all persons likely to be affected thereby, and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after 1st day of June 1984.

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

#### DRAFT RULES.

1. These rules may be called the Maharashtra Factories (Amendment) Rules, 1984.

2. In rule 8 of the Maharashtra Factories Rules, 1963, in sub-rule (1), for the third proviso, the following shall be substituted, namely :—

“Provided also that where the application for the renewal of the licence is made after the expiry of the due date specified in this sub-rule, the additional graded fees at the percentage of the fees payable for the renewal of licence specified in column 2 of the Schedule hereto shall be payable for such renewal of licence for the period of delay specified in column 1 of that Schedule.

#### SCHEDULE

Period of delay.	Percentage of fee
1	2
Upto one month	5 per cent.
Upto two months	10 per cent.
Upto three months	15 per cent.
Upto four months	20 per cent.
Upto five months and above	25 per cent.

(Notification No. FAC/2083 6979/Lab-4, dated 23rd February 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1524).

#### VI. INDIAN BOILERS 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 boiler bearing No. MR-10379, and belonging to the Maharashtra State Electricity Board, Bhusawal-Thermal Power Station, Bhusawal, District Jalgaon, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 1st January 1984 to 17th July 1984 (both days inclusive).

(Notification No. IBA/1094/38198/281/Lab-9, dated 7th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1475).

(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 No. MR-10035, belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur (M.S.), from the operation of clause (c) of section 6 of the said Act, for the period of six months from 31st January 1984 to 30th July 1984 (both days inclusive).

(Notification No. IBA/1084/61105/792/Lab-9, dated 19th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1476).

(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. MR-10299 belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Eklahare, Pin 422 105, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 24th January 1984 to 23rd July 1984 (both days inclusive).

(Notification No. IBA/1084/60971/793/Lab-9, dated 19th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1476).

(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 boiler bearing No. MR-9737 and MR-9704 and belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad, from the operation of clause (c) of section 6 of the said Act, for the further period from the 20th January 1984 to 19th March 1984 (both days inclusive).

(Notification No. IBA/1084/60325/787/Lab-9, dated 19th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1476).

(5) In exercise of the power conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10401 and belonging to the Albright Morarji and Pandit Ltd., Roha, District Raigad, from the operation of clause (c) of section 6 of the said Act, for the period of twelve months from the 26th January 1984 to 25th January 1985 (both days inclusive).

(Notification No. IBA/1084/60097/785/Lab-9, dated 10th January 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1477).

(6) 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. MR-E-326 belonging to the National Organic Chemicals Industries Ltd., Thane-Belapur Road, Post Box No. 73, Thane from the operation of clause (c) of section 6 of the said Act, for a period upto and inclusive of 16th February 1985.

(Notification No. IBA/1084/64097/B-25/Lab-9, dated 21st February 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1500).

In the said Schedule II to the said Act, in entry No. 307, in column 2, after entry 306, the following entry shall be added, namely :—

307 Employees of the Cake Shops belonging to Taj Trade and Transport Company Limited, Bombay 400 039, situated at (1) Calton Court, Bandra (West), Bombay 400 050, (2) 120, S. V. Road, Andheri (West), Bombay 400 058, (3) Beach Heaven, near Palm Grove Hotel, Juhu, Bombay 400 045, respectively.	Section 13(i) subject to the condition that— (i) No. shop shall remain open beyond 10-30 a.m. (ii) No women employee will be required to work after 6-00 p.m. Section 18 subject to the condition that workers should be given one paid holiday in a week.
--	---

(Notification No. BSE/1483/CR-716/Lab-9, dated 7th January 1984, published in M. G. G., Part I-L, dated 26th April 1984, page No. 1814).

#### V. FACTORIES ACT, 1948.

(4) *Notifications under the Act.*—The following draft rules further to amend the Maharashtra Factories Rules, 1963, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (d) of sub-section (1) of section 6 and section 112 of the Factories Act, 1948 (LXIII of 1948), and of all other powers enabling it in this behalf, is hereby published as required by section 115 of the said Act for the information of all persons likely to be affected thereby, and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after 1st day of June 1984.

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

#### DRAFT RULES.

1. These rules may be called the Maharashtra Factories (Amendment) Rules, 1984.

2. In rule 8 of the Maharashtra Factories Rules, 1963, in sub-rule (1), for the third proviso, the following shall be substituted, namely :—

“Provided also that where the application for the renewal of the licence is made after the expiry of the due date specified in this sub-rule, the additional graded fees at the percentage of the fees payable for the renewal of licence specified in column 2 of the Schedule hereto shall be payable for such renewal of the licence for the period of delay specified in column 1 of that Schedule.

#### SCHEDULE

Period of delay.	Percentage of fees.
1	2
Upto one month	5 per cent.
Upto two months	10 per cent.
Upto three months	15 per cent.
Upto four months	20 per cent.
Upto five months and above	25 per cent.

(Notification No. FAC/2083/6979/Lab-4, dated 23rd February 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1524).

#### VI. INDIAN BOILERS ACT, 1923.

(4) *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 boiler bearing No. MR-10379, and belonging to the Maharashtra State Electricity Board, Bhusawal-Thermal Power Station, Bhusawal, District Jalgaon, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 1st January 1984 to 17th July 1984 (both days inclusive).

(Notification No. IBA/1094/38198/281/Lab-9, dated 7th January 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1475).

(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 No. MR-10035, belonging to the Maharashtra State Electricity Board, Koradi Thermal Power Station, Koradi, District Nagpur (M.S.), from the operation of clause (c) of section 6 of the said Act, for the period of six months from 31st January 1984 to 30th July 1984 (both days inclusive).

(Notification No. IBA/1084/61105/792/Lab-9, dated 19th January 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1476).

(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. MR-10299 belonging to the Maharashtra State Electricity Board, Nashik Thermal Power Station, Eklahare, Pin 422 105, from the operation of clause (c) of section 6 of the said Act, for the period of six months from the 24th January 1984 to 23rd July 1984 (both days inclusive).

(Notification No. IBA/1084/60971/793/Lab-9, dated 19th January 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1476).

(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 boiler bearing No. MR-9737 and MR-9704 and belonging to the Hindustan Organic Chemicals Limited, Rasayani, District Raigad, from the operation of clause (c) of section 6 of the said Act, for the further period from the 20th January 1984 to 19th March 1984 (both days inclusive).

(Notification No. IBA/1084/60325/787/Lab-9, dated 19th January 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1476).

(5) In exercise of the power conferred by sub-section (2) of section 34 of the said Act, the Government of Maharashtra has exempted the boiler bearing No. MR-10401 and belonging to the Albright Morarji and Pandit Ltd., Roha, District Raigad, from the operation of clause (c) of section 6 of the said Act, for the period of twelve months from the 26th January 1984 to 25th January 1985 (both days inclusive).

(Notification No. IBA/1084/60097/785/Lab-9, dated 10th January 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1477).

(6) 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. MR-E-326, belonging to the National Organic Chemicals Industries Ltd; Thane-Belapur Road, Post Box No. 73, Thane from the operation of clause (c) of section 6 of the said Act, for a period upto and inclusive of 16th February 1985.

(Notification No. IBA/1084/64097/B-25/Lab-9, dated 21st February 1984, published in M. G. G., Part I-L, dated 5th April 1984, page No. 1500).



(7) 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. MR-9213 belonging to Messrs. Rashtriya Chemicals and Fertilizers Limited, Chembur, Bombay 400074, from the operation of clause (c) of section 6 of the said Act, for the period of three months from the 23rd February 1984 to 22nd May 1984 (both days inclusive).

(Notification No. IBA/1084/64745/827/Lab-9, dated 23rd February 1984 published in M.G.G., Part I-L, dated 5th April 1984, page No. 1500).

(8) In exercise of the powers conferred by sub-section (2) of section 34 of the said Act, the boiler No. MR-9017, belonging to Messrs. Ganesh Flour Mills Co. Ltd. Bal Rajeshwar Road, Mulund, Bombay 400080, from the operation of clause (c) of section 6 of the said Act, for the period of one and half month from the 1st March 1984 to 15th April 1984 (both days inclusive).

(Notification No. IBA/1084/64539/823/Lab-9, dated 27th February 1984, published in M.G.G., Part I-L, dated 5th April 1984, page No. 1500).

#### VII. INDUSTRIAL DISPUTES ACT, 1947.

(4) *Notifications under the Act.*—The following Notification by the Government of India, Ministry of Labour and Rehabilitation, Department of Labour, No. 565012/February 1982/DIA., dated the 9th September 1983, is hereby republished—

#### GOVERNMENT OF INDIA/BHARAT SARKAR

MINISTRY OF LABOUR AND REHABILITATION

(SHRAM AUR PUNARVAS MANTRALAYA)

DEPARTMENT OF LABOUR/SHRAM VIBHAG.

New Delhi, the 9th September 1983.

#### NOTIFICATION

No. GSR. —The following draft of certain rules, further to amend the Industrial Disputes (Central) Rules, 1957, which the Central Government proposes to make in exercise of the powers conferred by clause (a) of sub-section (2) of section 38 of the Industrial Disputes Act, 1947 (14 of 1947), is hereby published as required by sub-section (1) of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration on or after the expiry of a period of thirty days from the date of publication of this notification in the Official Gazette;

2. Any objections or suggestions which may be received from any person in respect of the said draft before the expiry of the period so specified will be considered by the Central Government.

#### DRAFT RULES

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

2. In the Industrial Disputes (Central) Rules, 1957,—

(a) after rule 6, the following part shall be inserted, namely :—

#### PART IA

Reference of certain individual disputes to Grievance Settlement Authority

6B *Composition of the Grievance Settlement Authority.*—The Authority shall consist of two representatives each of employer and workmen, including the Chairman.

6C. *Chairman.*—The Chairman may be either a representative of the employer or a representative of the workers and shall function alternatively for a period of six months each :

Provided that in the case of employers nominee, he shall be either the personnel manager or a manager of equivalent status of the establishment or the executive head of the establishment and shall be nominated by the employer :

Provided further that in the case of selection of the representatives of the workmen as Chairman, the representative of the more representative union shall be selected as Chairman.

6D. *Members representing the employer.*—The representatives of the employer shall be nominated by the employer.

6E. *Members representing the workmen.*—Wherever there is a trade union recognised by the employer, the recognised trade union and in other cases the two of the more representative registered trade unions functioning in the establishment according to their membership in the establishment, shall be asked by the employer to intimate within a period of one month from the date on which these rules come into force and thereafter everytime the Authority is due for reconstitution, two names along with alternate names in the order of priority for representation in the Authority. The employer shall select from among the names made available, the required number of members to the Authority in such a manner, that wherever there is more than one union, each of the two more representative registered union is represented by one nominee :

Provided that where any doubt arises as to which are the two more representative unions, the employer shall refer the matter to the Conciliation Officer concerned and the Conciliation Officer shall communicate his decision within fifteen days.

6F. *Notification of appointment of Authority.*—The employer shall issue an order appointing the Authority indicating the names and other particulars of the Chairman, members representing the employer and the workmen and forward copies of the same to the Conciliation Officer of the area and the trade union in the establishment. He shall also display the same prominently in all the notice boards of the establishment. As and when there are changes in the incumbency of the Chairman and the members of the Authority the changes may also be made by appropriate orders of the employer and displayed in the notice boards.

Provided that a fresh order constituting the Authority is issued once every two years.

6G. *Meetings.*—(1) The Authority shall meet at least once a week.

(2) The meetings of the Authority shall be regulated by the Chairman in consultation with the members and every decision of the Authority shall be decided by a majority vote :

Provided that at every meeting besides the Chairman, at least one Member repre-

6H. *Reference of industrial disputes to the Authority.*—Where grievance connected with an individual workman arises the workman, or a trade union of which he is a member duly authorised by the workman in this regard, shall file the grievance in Form B-I within a period of one month of the dispute remaining unresolved before the Authority, either personally or by registered post and the authority shall acknowledge receipt of the grievance in Form B-II giving it a number and date by recording it in a grievance register in Form B-III.

6I. *Procedure to be followed by the Authority.*—(1) On receipt of the grievance, the Authority shall within seven days of the receipt obtain the views of the employer on the grievance in Form B-IIA.

(2) Thereafter the Authority shall include it in the agenda of its next meeting and if necessary, have a personal hearing of the aggrieved workman who would be entitled to seek the assistance of a co-orker or an office bearer of a registered trade union of which he is a member. During the course of hearing, the Authority shall have discretion to examine witnesses if any, and also to look into any documentary evidence relied on by the parties.

(3) After hearing the matter, the Authority may discuss the same further in the same sitting or subsequent sitting and take a decision on the grievance within a period of two months from the date of receipt of the grievance.

(4) The Authority shall communicate the decision or report of failure to the workman, trade union/employer in Form B-IV.

6J. *Returns to appropriate Government.*—Every employer of an industrial establishment to which the provision of Chapter II-B of the Act applies, send an annual return in Form B-V, to the appropriate Government on the enforcement of the provisions of the said Chapter in his establishment.

#### FORM B-I

[See rule 6H(1)]

FORM OF GRIEVANCE CONCERNING AN INDUSTRIAL DISPUTE CONNECTED WITH AN INDIVIDUAL WORKMAN.

(To be submitted in triplicate)

- (1) Name of the workman/token No. ...
- (2) Designation of the workman
- (3) Place of employment, name of establishment/shop/section/department
- (4) Particulars of the grievance and earlier efforts taken for redressal.
- (5) Details of documents/records relevant to the grievance.
- (6) Other relevant particulars
- (7) List of enclosures

- (1) Signature/Thumb impression of the workman.
- (2) Signature, designation of the office bearer of the trade union with particulars of the trade union.

#### FORM B-II

[See rule 6H(1)]

#### ACKNOWLEDGEMENT OF GRIEVANCE

This is to acknowledge receipt of a grievance received from.....  
(Particulars of workman)

On ..... and this has been allotted No. ....  
(Date of receipt) (Serial No. allotted to grievance)  
in the register of grievances.

Signature of  
authorised officer of the employer.

Name  
Designation  
Telephone No.

(Address of the employer's establishment)

Place

Date

To

(Workmen/trade union).

#### FORM B-IIA

[See rule 6(I)(1)]

#### FORM FOR OBTAINING COMMENTS OF THE EMPLOYER ON THE GRIEVANCE

No. .... Date .....

To .....

Ref. ....

Grievance No. ....

Dear Sir,

Grievance No. .... dated ..... concerning  
Shri..... is forwarded herewith. You are  
requested to furnish your views on the grievance (in triplicate) with a period of  
7 days.

Yours faithfully,

Chairman, Grievance Settlement Authority.  
(Name and particulars).

Copy forwarded for information to :

Workman (Name and particulars of the workman).



FORM B-III  
(See rule 6 H)

[illegible]

## FORM OF COMMUNICATION OF DECISION/REPORT OF FAILURE.

Dear Sir,  
Your grievance ..... (details)  
was considered by the Grievance Settlement Authority at its sittings held on .....  
..... and the \*following decision was taken by the Authority  
(dates)

Yours faithfully,

(Chairman)  
Grievance Settlement Authority.  
Name :  
and particulars

Copy forwarded for information and where necessary further action to : .....

(See rule 6 J)

FORM OF ANNUAL RETURN

1. Name and address of the establishment.
2. Number of workmen in the establishment.
3. Number of registered trade unions functioning in the establishment.
4. Composition and structure of the Grievance Settlement Authority, with particulars of Chairman and Members and when it was constituted.
5. Number of grievances handled by the Authority during the year.
6. Nature of disposal of grievances
 

Number of cases where decisions taken.
In favour of workmen.
Against workmen.
7. Number of grievances pending with the Authority at the time of report —

Signature of authorised  
officer of the employer.

(Notification No. IDA/1083/6994/Lab-9, dated 14th November 1983, published in *Maharashtra Government Gazette*, Part-I-L, dated 5th April 1984, page Nos. 1467-1473)

(2) In exercise of the powers conferred by Sub Clause (vi) of Clause (n) of Section 2 of the said Act, the Government of Maharashtra has declared 'Service of Hospitals' to be public utility service for the purpose of the said Act for a period of six months, commencing from the date of this notification.

(Notification No. IDA. 1483/4079/Lab-2, dated 15th February 1984, published in *Maharashtra Government Gazette*, Part 1-L, dated 5th April 1984, Page No. 1517).

(3) In exercise of the powers conferred by Sub-clause (vi) of Clause (n) of Section 2 of the said Act, the Government of Maharashtra has declared the industry specified in the Schedule thereto annexed to be or public utility service for the purpose of the said Act, for a further period of 6 months from 9th March 1984.

### Schedule

Dairies employing 20 or more workmen and engaged in activities of and connected with production, collection, processing, transport and distribution of milk.

(Notification No. IDA. 1484/4534/Lab-2, dated 8th March 1984, Published in *Maharashtra Government Gazette*, Part I-L, dated 5th April 1984, page No. 1546).

### VIII. MAHARASHTRA UN-EMPLOYMENT ALLOWANCE PAYMENT TO WORKMEN IN FACTORIES (FOR TEMPORARY PERIOD) ACT, 1976

(A) *Notifications under the Act.*—(1) In exercise of the powers conferred by Clause (e) of Section 2 of the Said Act and in continuation of Government Notification No. IDA/1382/4813/Lab-7, dated 13th July 1982, the Government of Maharashtra has specified the further period ending on the 31st December 1983 to be the temporary period for the whole of the state.

(Notification No. IDA/1383/5659/Lab-7, dated 5th March 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page No. 1540).

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

(A) *Notifications under the Act.*—The following draft of a scheme further to amend the Nagpur Grocery Markets or Shops, Railway Yards and Goods-Sheds, Public Transport Vehicles, Khoka Making Establishments and Timber Markets and Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974, which the Government of Maharashtra proposes to make in exercise of the powers conferred by sub-section (1) and the second proviso to sub-section (1) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904) and of all other power enabling it in this behalf and after consultation with the Advisory Committee, is hereby published as required by sub-section (1) of the said section 4 for the information of all persons likely to be affected thereby; and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra after the 29th day of February 1984.

2. Any objections or suggestions which may be received by the Deputy Commissioner of Labour, Nagpur (Liberty Cinema Building, Sadar, Nagpur) from any person with respect to the said draft before the aforesaid date will be considered by Government.

DRAFT SCHEME

Whereas, the Scheme called the "Nagpur Grocery Markets or Shops, Railway Yards and Goods-Sheds, Public Transport Vehicles, Khoka Making Establishments and Timber Markets and Shops Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974," published under Government Notification, Industries and Labour Department, No. UWA. 1473/163081/Lab-IV, dated the 19th March 1974, as amended from time to time (hereinafter referred to as "the principal Scheme") has been made by the Government of Maharashtra in the area of the Nagpur Municipal Corporation for the scheduled employments in—

(i) 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 in the areas specified in Part I of the Schedule to the principal Scheme;

(ii) 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 (excluding workmen employed by the Railway Authorities), in the areas specified in Part II of the Schedule to the principal Scheme;

(iii) Connection with loading of goods into public transport vehicles or unloading of goods therefrom and any other operation incidental and connected thereto in the areas specified in Part II-A of the Schedule to the principal Scheme; and

(iv) Khoka Making Establishments and Timber Markets and Shops in connection with sawing, cutting, chiselling, planing, joining, nailing assembling, loading, unloading, stacking, carrying, weighing, measuring or such work including the work preparatory or incidental to such operations in the areas specified in Part III-A, Part III-B and Part III-C of the Schedule to the principal Scheme;

And whereas, after consultation with the Advisory Committee and the employers and workers of the following scheduled employments, the Government of Maharashtra considers it necessary to make the \_\_\_\_\_ of the Principal Scheme applicable also to the following scheduled employments, within the area respectively mentioned against them, namely:—

Employment

Within the area of

- (1) Employment in Railway Yards and Goods Sheds, Railway siding touching or adjacent in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work to Railway Yards of the Tata Iron and Steel Company Limited

(2) Employment in iron and Steel Markets or Shops in connection with loading, unloading, stacking, carrying, weighing, measuring or such other work preparatory or incidental to such operations;

(3) Employment in markets and 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 another employment in the Schedule to the Maharashtra Mathadi, Hamal and other Manual Workers Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969).

The City of Nagpur as defined in the City of Nagpur Corporation Act, 1948 (C.P. and Berar No. II of 1950) the Maharashtra Industrial Development Corporation of Nagpur and the Hingana Taluka of Nagpur District.

Now, therefore, in exercise of the powers conferred by sub-section (1) and clause (a) of the second proviso to sub-section (1) and sub-section (2) of section 4 of the Maharashtra Mathadi, Hamal and Other Manual Workers (Regulation of Employment and Welfare) Act, 1969 (Mah. XXX of 1969), read with section 24 of the Bombay General Clauses Act, 1904 (Bom. I of 1904), and of all other powers enabling it in this behalf, the Government of Maharashtra, after consultation with the Advisory Committee and the employers and workers, hereby makes the following scheme further to amend the principal Scheme, namely

1. (1) This Scheme may be called the Nagpur Grocery Markets or Shops, Railway Yards and Goods Sheds, Public Transport Vehicles, Khoka making Establishments, and Timber Markets or Shops, Iron and Steel Market or Shops, Markets Factories and other connected establishments Unprotected Workers (Regulation of Employment and Welfare) (Amendment) Scheme, 1984.

(2) It shall come into force from 15th day of April 1984.

2. In the heading of the principal Scheme, for the portion beginning with the Words "The Nagpur Grocery" and ending with the brackets, words and figures "(Regulation of Employment and Welfare) Scheme, 1974" following shall be substituted, namely

"The Nagpur Grocery Markets or Shops, Railway Yards and Goods Sheds, Public Transport Vehicle, Khoka making Establishments, Timber Markets or Shops, Iron and Steel Market or Shops, Markets, Factories and other connected establishments Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974."

3. For clause 1 of the principal Scheme, the following shall be substituted, namely—

"1. *Title.*—This Scheme may be called the Nagpur Grocery Markets or Shops, Railway Yards and Goods-Sheds, Public Transport Vehicles, Khoka making Establishments Timber Markets or Shops, Iron and Steel Markets or Shops, Markets, Factories and other connected establishments Unprotected Workers (Regulation of Employment and Welfare) Scheme, 1974."

4. In clause 2 of the principal Scheme.—

(i) in sub-clause (1), after paragraph (d) the following paragraphs shall be added, namely

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

(f) 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 employment in the Schedule to the



(ii) For sub-clause (2), the following shall be substituted, namely

"(2) The scheme shall be, and shall be deemed to have applied to the workers and the employers in the scheduled employments specified in column 2 of the Schedule hereto in the areas respectively specified against each of them in column 3 and applicable on and from the dates respectively specified against them in columns 4 and 5 of the said Schedule."

5. clause 3 of the principal Scheme, the following shall be substituted, namely

"3. *Commencement.*—This scheme shall commence or as the case may be, shall be deemed to have commenced on and from the date, in respect of each of the scheduled employment mentioned against each of them, in such area or areas as specified in the Schedule hereto."

6. For clauses 14 and 15 of the principal Scheme, the following shall be substituted, namely

"14. *Registration of employers.*—Every employer engaged in any of the employments specified in the Schedule hereto shall, within forty-five days from the date on which the scheme applies to him, apply to the Board for registration in Form 'A' appended to this scheme, unless the said period has already expired in respect of the employments mentioned in clauses (a), (b), (c) and (d) of sub-clause (1) of clause 2 :

Provided that, an employer of any establishment coming into existence after the dates referred to in this clause shall apply for registration simultaneously with the commencement of his business.

15. *Registration of existing and new workers.*—(1) Every worker, working in any of the employment referred to in the Schedule hereto on the dates specified against each of such employment, shall be registered under this scheme. Any other worker who has been, or was working in the said scheduled employment on such date as has been or may be specified by the Board in that behalf, may be registered if he is a citizen of India and possesses such qualifications as have been or may be specified by the Board having regard to local conditions, physical fitness, capacity or experience and is not more than sixty years of age or medically unfit.

(2) Notwithstanding anything contained in the provisions of this Scheme, where the Board is of opinion that a worker has secured his registration by furnishing false information in his application or by withholding any information required therein or where it appears that a worker has been registered improperly or incorrectly the Board may direct the removal of his name from the Registers :

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

7. In clause 16 of the principal Scheme,—

(a) in the marginal note, for the words "transfer of workers" the words "transfer of registered workers" shall be substituted ;

(b) in sub-clause (1),—

(i) for the words "category of workers" the words "category of registered workers" shall be substituted ;

(ii) for the words "a worker" the words "a registered worker" shall be substituted ;

(c) in sub-clause (2),—

(i) for the words "monthly workers", the words "monthly registered workers" shall be substituted ;

(ii) for the words "monthly worker" wherever they occur, the words "registered monthly worker" shall be substituted ;

(iii) for the words "no worker" the words "no registered worker" shall be substituted

(iv) for the words "group of employers" the words "group of registered employers"

(d) in sub-clause (3),—

(i) for the words "monthly worker", wherever they occur, the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer", wherever it occurs, the words "registered employer" shall be substituted ;

(iii) for the word "the worker" the words "the registered worker" shall be substituted ;

(e) in sub-clause (4),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" the words "registered employer" shall be substituted ;

(iii) for the words "the worker" the words "the registered worker" shall be substituted ;

(f) in sub-clause (5),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "worker" wherever it occurs, the words "registered worker" shall be substituted ;

(iii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted ;

8. In clause 19 of the principal Scheme, in sub-clause (2), for the word "worker" the words "registered worker" shall be substituted.

9. In clause 20 of the principal Scheme,—

(a) for the words "monthly and daily workers" the words "registered monthly and daily workers" shall be substituted ;

(b) for the words "the workers" the words "the registered workers" shall be substituted ;

(c) for the words "monthly workers" the words "registered monthly workers" shall be substituted.

10. In clause 22 of the principal Scheme,—

(a) for the words "A worker's" the words "A registered worker's" shall be substituted.

(b) in the proviso,—

(i) for the words "employer of a monthly worker" the words "registered employer of a registered monthly worker" shall be substituted ;

(ii) for the word "worker" the words "registered workers" shall be substituted.

11. In clause 23 of the principal Scheme,—

(a) in sub-clause (1), for the words "worker" wherever they occur the words "registered worker" shall be substituted ;

(b) in sub-clause (2),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted ;

(ii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted ;

(iii) for the word "worker" wherever it occurs, the words "registered worker" shall

12. In clause 24 of the principal Scheme,—

(a) in the marginal note, for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (1),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted;

(ii) for the words "any worker" the words "any registered worker" shall be substituted;

(c) in sub-clause (2) for the word "workers" at both the places where it occurs, the words "registered workers" shall be substituted;

(d) in sub-clause (3),—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted;

(ii) for the word "employer" wherever it occurs, the words "registered employer" shall be substituted.

(iii) for the words "employers" wherever it occurs the words "registered employer" shall be substituted.

13. In clause 25 of the principal Scheme,—

(i) for the words "monthly worker" the words "registered monthly worker" shall be substituted;

(ii) for the word "employer" the words "registered employer" shall be substituted;

14. In clause 26 of the principal Scheme,—

(i) for the word "worker" at both the places where it occurs the words "registered worker" shall be substituted;;

15. In clause 27 of the principal Scheme,—for the word "worker" the words "registered worker" shall be substituted;

16. In clause 29 of the principal Scheme, the sub-clause (2) shall be deleted.

17. In clause 30 of the principal Scheme,—

(a) in sub-clause (2) for the words "other than a worker" the words "other than a registered worker" shall be substituted;

in sub-clause (4) for the word "workers" the words "registered workers" shall be substituted;

(c) in sub-clause (5) for the words "daily workers" at both the places where they occur, the words "registered daily workers" shall be substituted.

18. In clause 31 of the principal Scheme in sub-clause (1) for the words "No employer" the words "No registered employer" shall be substituted.

19. In clause 33 of the principal Scheme,—

(a) in the marginal note for the words "service of workers" the words "service of registered workers" shall be substituted;

in sub-clause (1) for the word "workers" the words "registered workers" shall be

20. In clause 34 of the principal Scheme, for the words "workers other than monthly workers" the words "registered workers other than registered monthly workers" shall be substituted.

21. In clause 35 of the principal Scheme,—

(a) in sub-clause (4),—(i) for the words "employers" the words "registered employers" shall be substituted;;

(ii) for the words "the worker" the words "the registered worker" shall be substituted;

(b) in sub-clause (5a) for the words "the workers" the words "the registered workers" shall be substituted;;

(c) in sub-clause (6), for the words "monthly workers" the words "registered monthly workers" shall be substituted.

22. In clause 36 of the principal Scheme,—

(a) in sub-clause (1), for the words "individual worker" the words "individual registered workers" shall be substituted.

(b) for the words "gang of workers or different group of workers" the words "gang of registered workers or different group of registered workers" shall be substituted;

(c) in sub-clause (2), for the words "monthly workers" the words "registered monthly workers" shall be substituted;

(d) in sub-clause (3), in paragraph (ii) for the word "worker" at both the places where it occurs, the words "registered workers" shall be substituted;

(e) in sub-clause (4), for the words "any worker or any gang of workers" the words "any registered worker or gang of registered workers" shall be substituted;

(f) in sub-clause (5) for the words "a worker or a gang of workers" the words "a registered worker or a gang of registered workers" shall be substituted.

23. In clause 38 of the principal Scheme,—

(a) in the marginal note, for the word "workers" the words "registered workers" shall be substituted;

(b) in sub-clause (1), (2) and (3), for the word "worker" the words "registered worker" shall be substituted.

24. In clause 39 of the principal Scheme,—

in the marginal note for the word "employer" the words "registered employers" shall be substituted.

25. In clause 41 of the principal Scheme,—

(a) for the words "a worker" the words "a registered worker" shall be substituted.

(b) for the words "an employer" the words "a registered employer" shall be substituted.

26. In clause 42 of the principal Scheme,—

(a) in sub-clause (2), for the word, "workers" the words "registered workers" shall be substituted;



27. For the Schedule to the principal Scheme, the following Schedule shall be substituted namely

"SCHEDULE  
[Clause 2(2)]

Serial No.	Name of employment	Area of application	Date of application of clauses 14 and 15 of the scheme	Date of application of remaining clauses of the scheme
1	2	3	4	5
1	Employment in Grocery Markets or shops in connection with loading, unloading, stacking, carrying weighing, measuring, filing stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations.	Agarwal Dal Mill East North Area of Grocery Market Shops West Railway Gate near Pili Marbat Chowk Wholesale cloth Market Chowk.	Dr. Ambedkar Chowk 1st May 1974	1st June 1974

**Area Bounded By :**

*On the West.*—From Railway Gate of South, Eastern Railway (Broad Gauge) Near Pili Marbat Chowk upto wholesale Cloth Market Chowk via Bharat Mata Chowk and Tin Nal Chowk.

*On the South.*—From wholesale Cloth Market Chowk upto Dr. Ambedkar Chowk Near Babul Ban via Itwari City Post Office, Tanga Stand, Nikaldas Chowk, Awadoot Mandir, Azamsha Chowk, Amrut Dal Mill Chowk and Garoba Chowk.

*On the East.*—From Dr. Ambedkar Chowk upto South Eastern Railway (Narrow Gauge) Line Behind Agarwal Dal Mills via Itwari S. T. Motor Depot.

*On the North.*—From South Eastern Railway (Narrow Gauge) Line behind Agarwal Dal Mill upto Railway Gate of South Eastern Railway (Broad Gauge) near Pili.

1	2	3	4	5
2	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 (excluding workmen employed by the Railway Authorities).	Area of Railway yards and Goods Sheds (A) (i) Nagpur Main Railway Station, Central Railway and South Eastern Railways (Broad and Narrow Gauges), Opposite Santra Market, Nagpur. (ii) Itwara Railway Station South Eastern Railway and Central Railway (Broad and Narrow Gauges). (iii) Ajni Railway Station (Central Railway) and Railway Siding Touching the Godown of Food Corporation of India. (iv) Railway Goods Sheds and Yards, Motibagh South Eastern Railway (Narrow Gauge) at Nagpur. (v) Ajni Railway Station (Central Railway) and the Railway Siding entering the Model Mills, Nagpur. (B) Railway Siding touching or adjacent to Railway yards of Tata Iron and Steel Company Limited, Ganesh Peth, Nagpur.	1st May 1974	1st June 1974.
3	Employment in connection with loading of goods into public transport vehicle or unloading of Goods therefrom and any other operation incidental and connected thereto.	(i) The City of Nagpur as defined in the city of Nagpur Corporation Act, 1948 (CP and Berar II of 1950). (ii) The Nagpur Taluka of Nagpur District excluding the area referred to in clause (i).	15th March 1984	1st April 1984.
4	Employment in Khoka making Establishments and Timber Markets and Shops in connection with Sawing, Cutting, Chiselling, Planing, joining, nailing, assembling, loading, unloading, stacking, carrying, weighing, measuring or such other work including the work preparatory or incidental to such operations.	Agarwal Dal Mill, Dr. Ambedkar Chowk. EAST NORTH Area of Khoka making and SOUTH Timber Market WEST Over bridge of South Eastern Railway (Narrow and Broad Gauge) near Itwari Railway Station upto Azamsha Chowk.	1st May 1974	1st June 1974.

1 2 3 4 5

*Area Bounded by on the West*

From over Bridge of South Eastern Railway (Narrow and Broad Gauges) near Itwari Railway Station unto Azamsha Chowk via old Itwari Motor Stand, Ganga Jamuna and Awadhoot Chowk

*On the North*

From South Eastern Railway (Narrow Gauge) line behind Agarwal Dal Ban via Amrit Dal Mill Coowk and Garoba Chowk.

*On the East*

From Dr. Ambedkar Chowk near Babul Ban upto South Eastern Railway (Narrow Gauge) line behind Agarwal Dal Mill near Siraj Industry.

*On the South*

From South Eastern Railway (Narrow Gauge) line behind Agarwal Dal Mill near Siraj Industry unto over Bridge of South Eastern Railway (Narrow and Broad Gauges) near Itwari Railway Station.

5 Employment in Iron and Steel Markets or Shops in connection with unloading, stacking, carrying, measuring or such other work including work preparatory or incidental to such operations.

(i) The City of Nagpur as defined in the City of Nagpur Corporation Act, 1943 (C.P. and Berar I of 1950). 15th March 1984.

(ii) The Maharashtra Industrial Development Corporation Area of Nagpur and Hingana Tahsil of Nagpur District.

6 Employment in Markets and factories and other establishments in connection with loading, unloading

(i) The City of Nagpur as defined in the City of Nagpur Corporation Act, 1948 (C.P. and Berar I of 1950). 15th March 1984.

(ii) The Maharashtra Industrial Development Corporation Areas of Nagpur and Hingana Tahsil of Nagpur District.

stitching, sorting, cleaning or such other work including work preparatory or incidental to such operations carried on by workers

2

3

4

5

entr Maharashtra, Mathadi  
al and Man al  
Work (Regulation of  
Involvement and Welfare)  
Act, 1 (Maharashtra  
ct XXX of 1969)."

No UWA./1483/CR-10343/Lab-5, dated 31st

(B) Government Notification, Industries n  
July 1984 published in Labour n  
222-238

(i) in heading above Preamble, after the words Mathadi Hamal and, for the word  
other";

paragraph 1 of the Preamble—line 5, for the words "the said Scheme" read  
"the

(iii) in "the Scheme" read  
"the Principa

(iv) words 5, marks"

(v) in in no so 11, for "possess qualifications" read the  
such qualification";

(i) In the Schedule—

(a) in column 3 (heading), page 226, for the word "Dated" read the word "Date"

(b) in column 1, page 226—

(i) for the word "Market" read the word "Markets".

(ii) for the word "filling" read the word "filling

(iii) for the word "stitching" read the word "stitching".

(c) in column 2, page 227, paragraphs C (i) and (iv), for the word "Chabsi" read  
the word "Chapsi".

(d) in column 1, page 228, for the word "filling" read the word "filling".

(e) in column 2, page 228, paragraphs (A) (i) and (iv), for the word "Mahamadalli"  
read the word "Mohamadalli

(f) in column 2, page 230, paragraph (B) (iv), for the word "maulana" read the  
word "Maulana

(g) in column 2, page 231, paragraph (C) (iv), for the word "Sardar" read the word  
"Sardar



(h) in column 2, page 232—

(a) in serial No. 8 for the word "Crashing" read the word "Crushing".

(b) in serial No. 12, for the word "Mosses" read the word "Moses".

(c) in serial No. 14 for the word "Daku" read the word "Dhaku".

(i) in column 2, page 234—

(a) in serial No. 38, for the word "Cementary" substitute the word "Cemetery".

(b) in serial No. 46, for the word "Palverising" substitute the word "Pulverising".

(j) in column 1, page 236, in serial No. 5, for the word "of" read the word "or",

(k) in column 1, page 237, in serial No. 6 for the words "carried on" read the word "covered"

(l) in column 2, page 237, in (b), for the words "Area within the Premises" read the words "Area within the premises of"

(Notification No. UWA/1483/CR-10383/Lab-5, dated 16th February 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page Nos. 1518-19).

#### ERRATA

(C) In Government Notification, Industries, Energy and Labour Department, No. UWA. 1483 CR-10343/LAB-5, dated the 31st January 1984, published in the *Maharashtra Government Gazette*, Extraordinary, Part I-L, dated the 1st February 1984, at pages 31-41—

(1) On page 33—

(a) in clause 3, at the end for the word "namesly" read "namely";

(b) in clause 4 (i) for the word "follow" read "following";

(c) in clause 4, new sub-clause (e) at the beginning insert inverted commas and for the word "connected" read "connection";

(2) On page 34, in new clause 15(2) in last line for the word "incorectly" read "incorrectly".

(Notification No. UWA/1483/CR-10343/Lab-5, dated 20th February 1984, published in *M.G.G.*, Part I-L, dated 5th April 1984, page No. 1519).

#### X. MINIMUM WAGES ACT, 1948

(A) *Notifications under the Act.*—(1) In exercise of the powers conferred by sub-section (1) of Section 19 of the said Act, read with Clause (a) of sub-section (2) of Section 261 of the Maharashtra Zilla Parishads and Panchayat Samitis Act, 1961 (Mah. V of 1962) the Government of Maharashtra hereby—

(a) places the services of the said officers at the disposal for the purpose of sub-sections (1) and (2) of section 19 of the said Act; and

(b) for the purpose amends the said notification, as follows, namely

In the said notification, after the words "in its application to the State of Maharashtra" the words, brackets, letter and figures "read with clause (a) of sub-section (2) of section 261 of the Maharashtra Zilla Parishads and Panchayat Samitis Act, 1961 (Mah. V of 1962)" shall be inserted.

(2) In exercise of the powers conferred by sub-section (2) of section 26 of the said Act, the Government of Maharashtra has directed that for a period ending on the 30th April 1984, the provisions of Section 12 of the said Act shall not apply in the said area, subject to the condition that the employees in the said employment in the said area shall be paid wages at the rates not less than minimum rates of wages fixed by Government Notification. I. and Department No. MWA/5274/198006/Lab-III-A, dated the 15th November 1975 for the employees employed in the said Schedule employment in Zone IV as formed by that notification.

(Notification No. MNA/5283/5692/Lab-7, dated 4th February 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page No. 1515).

(3) In exercise of the powers conferred by section 27 of the said Act, the Government of Maharashtra has given notice of its intention to add to Part I of the Schedule to the said Act, with effect from 8th May 1984, the following employment, in respect of which it is of the opinion that the minimum rates of wages should be fixed under the said Act, namely—

Sr. No. 56 : "Employment in any industries manufacturing, flattened parched rice (Poha), murmura, churmura, kuramura from paddy or rice including micromica (Bharda) narda from the maize."

(Notification No. MWA/5680/CR-2932/Lab-7, dated 7th February 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page No. 1516).

(4) In exercise of the powers conferred by section 27 of the said Act, the Government of Maharashtra, after giving notice of its intention so to do as required by the said section, added to Part-I of the Schedule to the said Act, the following employment which it is of the opinion that the minimum rates of wages shall be fixed under the said Act, namely

Sr. No. 54 "Employment in the manufacture of Exercise Books or similar books (including Accounts Books, Ledger Books, diaries etc.), for the purpose of writing in them including processes like ruling, folding, sewing, binding, incidental printing and other work incidental thereto (which are not covered by any other entry in Part-I of the Schedule to the Act)".

(Notification No. MWA/5282/4699/Lab-7, dated 7th February 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page No. 1516).

(5) In exercise of the powers conferred by section 27 of the said Act, the Government of Maharashtra has given notice of its intention to add to part-I of the Schedule to the said Act, with effect from 8th May 1984, the following employment in respect of which it is of the opinion that the minimum rates of wages should be fixed under the said Act, namely

Sr. No. 55 "Employment in any chemical fertiliser manufactory and processes incidental thereto."

(Notification No. MWA/5281/1041/CR-4537/Lab-7, dated 7th February 1984, published in *M. G. G.*, Part I-L, dated 5th April 1984, page No. 1517).

(6) In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra after considering all the representations received in respect of the abovesaid proposals and after consulting the Advisory Board as required by the proviso to the sub-section (2) of section 5 of the said Act, revised with effect from the 5th March 1984, the minimum rates of wages payable to the employees employed in the said Scheduled employment and revised them as

# SCHEDULE

652

Class of Employees	Rates		
	Zone I		Zone III
1 All employees engaged in the rolling bidies (including labour involved in cutting bidi leaves).	Rs. 12.00 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day, he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.	Rs. 9.60 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.	Rs. 9.00 per 1,000 bidies provided that where the employees earning according to this rate is less than Rs. 5.70 on any day, he shall be paid at least Rs. 5.70 for that day subject to the conditions specified in the Annexure hereto.
<i>Explanation.</i> — leaves shall be supplied by employers in all Zones.			
2 All employees employed in wrapping, labelling and packing operations.	(i) Rs. 6.84 per 1,000 bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 8.28 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 5.59 per 1,000 bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 6.72 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.	(i) Rs. 5.22 per 1,000 bundles when bundles are wrapped, packed and labelled with one label or when bundles are simply labelled with two labels without being wrapped. (ii) Rs. 6.30 per 1,000 bundles when bundles are wrapped, packed and labelled with two labels.
<i>Explanation.</i> — For the purpose of these rates,— (i) Bundles shall be counted irrespective of the number of bidies contained therein. (ii) "Label" means square label, Goltikli (round label) or Khadi Patti or like label.			
3 All employees employed in ring pasting operations.	(i) Rs. 1.20 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(i) Re. 0.96 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(i) Re. 0.90 per 1,000 bidies when they are not required also to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.

	(ii) Rs. 1.26 per 1,000 bidies when they are required to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(ii) Rs. 1.04 per 1,000 bidies when they are not required to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.	(ii) Re. 0.96 per 1,000 bidies when they are required to do the work of paste preparing, basket carrying and katta (bundle) rolling, marking and stocking work in godown.
4 All employees employed in bag filling operation, i.e. for filling, 7 sewing and arranging and bags for carrying out similar operations in a tobacco manufactory.	Rs. 1.20 per bag weighing upto 50 kgs.	Re. 0.96 per bag weighing upto 50 kgs.	Re. 0.90 per bag weighing upto 50 kgs.
5 All employees employed as,—			
(i) Tariwalas	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(ii) Bidi Sorters	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(iii) Bidi checkers of bidi counters.	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(iv) Bhattiwallas	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(v) Tobacco mixers	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(vi) Bidi leaves or tobacco distributors or both.	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(vii) All other employees in operations not specified in any of the above entries.	Rs. 382.80 per month	Rs. 303.60 per month	Rs. 285.60 per month.
(viii) Munahis or clerks	Rs. 342.00 per month	Rs. 342.00 per month	Rs. 342.00 per month.



LABOUR GAZETTE—JUNE 1984

	Rs. 535.20 per month	Rs. 535.20 per month	Rs. 535.20 per month
(iii) Accountants (maintaining all accounts including those used for purpose of income-tax or other taxes).	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.
(iv) Truck or lorry drivers.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 535.20 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.
(v) Motor Drivers (car or station wagon).	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.	Rs. 426.00 per month plus Rs. 10.08 daily allowance when on tour or journey exceeding 10.5 kms.
(vi) Cleaners engaged in lorry or truck.	Rs. 267.00 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 267.00 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.	Rs. 267.00 per month plus Rs. 6.72 daily allowance when on tour or journey exceeding 80.5 kms.
(vii) Watchman or chowkidars	Rs. 312.00 per month	Rs. 312.00 per month	Rs. 312.00 per month
(viii) All employees employed in non-farming occupations for carrying on the business by hand or	Rs. 1.68 per kg	Rs. 1.68 per kg	Rs. 1.68 per kg
(ix) Working of staff	R. 0.8 per kg	R. 0.8 per kg	R. 0.8 per kg
(x) Stocking of snuff	Rs. 1.68 per kg	Rs. 1.68 per kg	Rs. 1.68 per kg
(xi) Mining and loading of tobacco and operations of the nature.	Rs. 10.50 per day	Rs. 10.50 per day	Rs. 10.50 per day
(xii) All employees by whatever name called doing industrial work.	Rs. 8.40 per day	Rs. 8.40 per day	Rs. 8.40 per day

Explanation.—For the purposes of this Notification,—

(1) Zone I shall comprise of the areas classified as Greater Bombay. The Standard Urban Area for the purpose of the Census of India 1971.

(2) Zone II shall comprise of all the areas of Marathwada and the remaining areas of the State of Maharashtra excluding the areas of Zones I and III.

(3) Zone III shall comprise of all the areas of Vidarbha.

(4) In the case of an employee employed on daily wages, the minimum wages in respect of who have been fixed by the month, the minimum rates of daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees in which he belongs by 25, the quotient being stepped up to the nearest paisa.

(5) The minimum rates of wages shall consist of an all inclusive rate allowing for the cost of living allowance and the cash value of concessions, if any.

(6) The minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

## ANNEXURE

(1) The employee shall be entitled to get at least Rs. 5.70 per day (hereinafter referred to as "the guaranteed wages") only where the employer fails to supply sufficient quantity of good raw material (including tobacco leaves) to roll 800 bides per day.

(2) The Guaranteed wage shall be inclusive of the wages for any day earned by the employee in respect of bides actually rolled by him with the quantity of raw material supplied to him by the employer.

(3) Where the raw material is supplied by the employer to the employee and the employee is willing to work and reports for duty or for collecting the raw material, the employee shall be entitled to get the full guaranteed wages.

(4) The employee shall not be entitled to get guaranteed wages if he earns less than the amount of guaranteed wages of any day on account of his unwillingness to work for any reason whatsoever.

(5) The employee shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 800 bides per day.

(6) The employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employers.

(7) The employees shall not be entitled to get the guaranteed wages if the failure of the employer to supply raw material is due to fire, catastrophe, epidemics, civil commotion or other similar causes which are beyond his control.

(Notification No. MWA/1583/65770/CR-5632-Lab-7, dated 3rd March 1984, published in M.G.G., Part I-L, dated 5th April 1984, pages Nos. 1535-1539).

(8) In exercise of the powers conferred by Clause (b) of sub-section (1) of Section 3 read with clause (m) of Sub-section (1) of Section 4 of the said Act, the Government of Maharashtra after considering all the representations received in respect of the aforesaid proposals and after consulting the Advisory Board as required by the proviso to the sub-section (2) of section 5 of the said Act, hereby revises with effect from the 16th March 1984, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them as set out in column 3 of the schedule hereto as the minimum rates of wages payable to the classes of employees mentioned against them in column 2 of that Schedule.

**SCHEDULE**

Class of employees	Rates		
	Zone I	Zone II	Zone III
2		3	

Adults--

**(A) Skilled--**

Stones, Drillers, Drillers-cum- blasters, Tapkars, Fitters, Engine/Machine Drivers, Blacksmiths, Welders, Zabri- wallas, Tractor, Drivers, Car- penters, Electrician, Dressers Phadiwallas, Ghadaiwallas of various sizes of stones).	Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.	Rs. 372.00 per month in the case of those employed on monthly wages or Rs. 14.88 per day in the case of those employed on daily wages.	Rs. 348.00 per month in the case of those employed on monthly wages or Rs. 13.92 per day in the case of those employed on daily wages.
--	--	--	--

Compressor Operators, All  
other employees by whatever  
names called, doing the work  
of the nature done by employ-  
ees falling under the forego-  
ing categories of employees.

**Semi-Skilled--**

Stone Breakers (Khadi Breakers/ Rawalis) Oilmen, Mukadams. All other employees by whatever names called, doing the work of the nature done by employees falling under the foregoing categories of employ- ees.	Rs. 324.00 per month in the case of those employed on monthly wages or Rs. 12.96 per day in the case of those employed on daily wages.	Rs. 294.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.	Rs. 276.00 per month in the case of those employed on monthly wages or Rs. 11.04 per day in the case of those employed on daily wages.
---	--	--	--

2

3

**(C) Un-skilled--**

Rs. 258.00 per month in the case of those employed on monthly wages or Rs. 10.32 per day in the case of those employed on daily wages.	Rs. 234.00 per month in the case of those employed on monthly wages or Rs. 9.36 per day in the case of those employed on daily wages.	Rs. 222.00 per month in the case of those employed on monthly wages or Rs. 8.88 per day in the case of those employed on daily wages.
--	---	---

(D) All other employees employed  
in occupations not specified in  
any of the above mentioned  
categories in this column.

Rs. 258.00 per month in the case of those employed on monthly wages or Rs. 10.32 per day in the case of those employed on daily wages.	Rs. 234.00 per month in the case of those employed on monthly wages or Rs. 9.36 per day in the case of those employed on daily wages.	Rs. 222.00 per month in the case of those employed on monthly wages or Rs. 8.88 per day in the case of those employed on daily wages.
--	---	---

II. Employees below the age of 18  
years employed in any of the  
above mentioned categories of  
employment in this column.

80 per cent of the rate fixed for adults in respect of the same category of employees.	80 per cent of the rate fixed for adults in respect of the same category of employees.	80 per cent of the rate fixed for adults in respect of the same category of employees.
--	--	--

LARGE CHART--JUNE 1984

EXPORT DATA--JUNE 1984



For the purpose of this notification—

(a) Zone I shall comprise the areas classified as Greater Bombay -Thane. Standard Urban Areas for the purpose of India 1971;

(b) Zone II shall comprise—

(i) the areas classified as the Standard Urban Areas of Pune, Nagpur, Kolhapur, Solapur, Bhivandi, Kalyan, Ulhasnagar, Nashik, Malegaon, Dhule, Jalgaon, Bhusawal, Ahmadnagar, Satara, Sangli, Miraj, Ichalkaranji, Aurangabad, Jalna, Nanded, Khamgaon, Akola, Yavatmal, Kamptee and Chandrapur for the purpose of the Census of India, 1971;

(ii) the areas classified as 'A' Class Municipal and 'B' Class Municipal areas under the Maharashtra Act, 1965 (Mah. XL of 1965), excluding the areas specified in Schedule II;

(c) Zone III shall comprise the remaining areas of the State of Maharashtra;

(d) The minimum rate of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concession if any;

(e) the minimum rate of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

(Notification No. MWA, 1983/5583/Lab-7, dated 8th March 1984, published in Maharashtra Government Gazette Part I-L, dated 5th April 1984, Pages Nos. 1547-1550)

(8) In exercise of the powers conferred by clause (b) of sub-section (1) of section 8 read with clause (a) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra after considering all the representations received in respect of the aforesaid proposals and after consulting the Advisory Board as required by the proviso to the sub-section (2) of section 5 of the said Act, hereby revises with effect from the 16th March 1984. The Minimum rates of wages payable to the employees employed in the said schedule employment and fixes them as set out in column 3 of the schedule hereto as the minimum rates of wages payable to the classes of employees mentioned against them in column 2 of that Schedule.

SCHEDULE

Serial No. Class of employees

1 2

1 Adults

(A) Skilled Grade I—

- (1) Foreman
- (2) Service Engineer
- (3) Head Mechanic
- (4) Assistant Manager
- (5) Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.

(B) Skilled Grade II—

- (1) Fitter
- (2) Fitter
- (3) Painter
- (4) Fitter
- (5) Electrician
- (6) Electrician
- (7) Welder
- (8) Coppersmith
- (9) Blacksmith
- (10) Bore
- (11) Fitter
- (12) Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.

Zone III

Zone II

Zone I

Rs. 438.00 per month in the case of those employed on monthly wages or Rs. 17.52 per day in the case of those employed on daily wages.

Rs. 474.00 per month in the case of those employed on monthly wages or Rs. 18.96 per day in the case of those employed on daily wages.

Rs. 553.00 per month in the case of those employed on monthly wages or Rs. 22.08 per day in the case of those employed on daily wages.

Rs. 390.00 per month in the case of those employed on monthly wages or Rs. 13.00 per day in the case of those employed on daily wages.

Rs. 401.00 per month in the case of those employed on monthly wages or Rs. 16.32 per day in the case of those employed on daily wages.

Rs. 444.00 per month in the case of those employed on monthly wages or Rs. 17.76 per day in the case of those employed on daily wages.

**SCHEDULE**

690

Class of employees	Rates		
	Zone I	Zone II	Zone III
2		3	

**Semi-skilled--**

1) Assistant Fitter	Rs. 396.00 per month in the case of those employed on monthly wages or Rs. 15.84 per day in the case of those employed on daily wages.	Rs. 360.00 per month in the case of those employed on monthly wages or Rs. 14.40 per day in the case of those employed on daily wages.	Rs. 342.00 per month in the case of those employed on monthly wages or Rs. 13.68 per day in the case of those employed on daily wages.
2) Assistant Tin-Smith ..			
3) Assistant Carpenter			
4) Assistant Electrician			
5) Assistant Welder			
6) Assistant Upholsterer			
7) Assistant Blacksmith			
8) Assistant Borer			
9) Assistant Painter			
10) Batteryman			
11) Serviceman, that is to say, the employee who besides cleaning vehicles, also attends to tightening of bolts at a proper torque, changing of oil and/or grease and cleaning of filter.			
(12) Petrol Pump man/ Petrol Pump attendant, that is to say, the employees who, in addition to delivering of petrol, diesel or oil from the Petrol Pump, collects cash and prepares bill and/or cash memo for the customers, if necessary.			

LABOUR GUARANTEED - 1984

1	2	3
---	---	---

(13) Employees by whatever name called doing the work of the nature done by persons falling under the foregoing entries.

**(D) Unskilled--**

(1) Cleaner	Rs. 336.00 per month in the case of those employed on monthly wages or Rs. 13.44 per day in the case of those employed on daily wages.	Rs. 306.00 per month in the case of those employed on monthly wages or Rs. 12.24 per day in the case of those employed on daily wages.	Rs. 294.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.
(2) Person who washes the vehicles.			
(3) Vehicle Attendant			
(4) Ramp Serviceman . . .			
(5) Hammerman			
(6) Employee by whatever name called doing the work of the nature done by persons falling under the foregoing entries.			

(E) All other employees employed in occupation not covered by any of the occupations mentioned above.	Not less than minimum rates of wages payable for the unskilled employees in this Zone.	Not less than the minimum rates of wages payable for the unskilled employees in this Zone.	Not less than the minimum rates of wages payable for the unskilled employees in this Zone.
---	--	--	--

II Employees below the age of 18 years, employed in any of the categories of employment mentioned above in this column.	80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.
---	--	--	--

LABOUR GUARANTEED - 1984



Explanation.—For the purpose of this notification—

(a) Zone I shall comprise,—

- (i) Greater Bombay;
- (ii) The Uran, Panvel, Barjar and Khalapur Talukas of the Kulaba District;
- (iii) The Thane, Vasai, Bhivandi, Kalyan and Ulhasnagar Talukas of the Thane District;

(b) Zone II shall comprise,—

- (i) the City of Pune as constituted under the Bombay Provincial Municipal Corporation Act, 1949 (Bom. LIX of 1949) and the Warli, Mulshi, Maval and Khed Talukas of the Pune District;
- (ii) the Nagpur Taluka of the Nagpur District;
- (iii) the Warli Taluka of the Kolhapur District;
- (iv) the Solapur North Taluka of the Solapur District;
- (v) the Nashik Taluka of the Nashik District;

(c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I or Zone II above.

(d) The minimum rate of wages shall consist of an all inclusive rate allowing for the cost of living allowance and the cash value of contributions to medical insurance.

(e) The minimum rate of wages shall be inclusive of payment of compensation in respect of the weekly day of rest.

Notification No. MWA/161/1984 dated 5th March 1984, published in M. G. G., Part I, dated 5th April 1984, page 100 (1984/111).

It is hereby notified that the Government of Maharashtra, after considering all the representations received in respect of the amendment proposed and after consulting the Advisory Board as required by the proviso to sub-section (2) of section 5 of the said Act, have revised with effect from the 16th March 1984, the minimum rates of wages payable to the employees employed in the said scheduled employment and revised them as set out in column 3 of the schedule hereto as the minimum rates of wages payable to the classes of employees mentioned against them in column 2 of the Schedule.

Ra 4371—4

Serial No.	Classes of employees	Wages		
		Zone I	Zone II	Zone III
1	2			
6	Skilled employees as— (1) Artist (2) Bookbinder (3) Turner/Lithographer (4) Printer (Preparing jobs) (Handwritten) (5) Blacksmith (6) Carpenter (7) Fitter/Mechanic (8) Mason (9) Painter (10) Tinsmith (11) Tin make (12) Welder (13) Wireman (14) Foreman (15) Head Foreman (16) Foreman in charge of the work of the factory including unloading and loading of materials	Rs. 400.00 per month in the case of those employed on monthly wages or Rs. 16.80 per day in the case of those employed on daily wages	Rs. 300.00 per month in the case of those employed on monthly wages or Rs. 12.80 per day in the case of those employed on daily wages	Rs. 200.00 per month in the case of those employed on monthly wages or Rs. 16.00 per day in the case of those employed on daily wages

Semi-skilled adult employees employed as—

Rs. 336.00 per month in the case of those employed on monthly wages or Rs. 13.44 per day in the case of those employed on daily wages.

Rs. 306.00 per month in the case of those employed on monthly wages or Rs. 12.24 per day in the case of those employed on daily wages.

Rs. 294.00 per month in the case of those employed on monthly wages or Rs. 11.76 per day in the case of those employed on daily wages.

- (1) Air Compressor Attendant
- (2) Brick-maker
- (3) Ball Mill Attendant
- (4) Blunger Attendant
- (5) Caster Opener
- (6) Finisher
- (7) Cup-Saucer/Plate-maker.
- (8) Design-stamper
- (9) Liner/Decorators/Transfer/Picture applicators.
- (10) Filter Press Attendant
- (11) Furnace bang loader/unloader.
- (12) Fireman
- (13) Handle Joiner
- (14) Laboratory Attendant
- (15) Moulder

- (16) Glazer/Spray glazer
- (17) Pug-Mill Attendant
- (18) Packer
- (19) Sorter/Selector
- (20) Press-operator/Pressman/Machine Operator.
- (21) Employees by whatever name called but doing work of the nature done by persons falling under the above entries.

Unskilled adult employees employed as—

Rs. 210.00 per month in the case of those employed on monthly wages or Rs. 8.40 per day in the case of those employed on daily wages.

Rs. 198.00 per month in the case of those employed on monthly wages or Rs. 7.92 per day in the case of those employed on daily wages.

Rs. 180.00 per month in the case of those employed on monthly wages or Rs. 7.20 per day in the case of those employed on daily wages.

- (1) Mazdoor/Reja
- (2) Helper (assisting any skilled/or semi-skilled worker in work.)

Any other employee who is not mentioned in the Schedule by his Occupation to which he belongs.

Not less than the Minimum rates of wages payable for an unskilled employee in this Zone.

Not less than the Minimum rates of wages payable for an unskilled employees in this Zone.

Not less than the Minimum rates of wages payable unskilled employee in this Zone.

Employees below the age of 18 years, employed in any of the categories of employment mentioned above in this column.

Eighty (80) per cent of the rates fixed for adults in respect of the same category of employment.

Eighty (80) per cent of the rates fixed for adults in respect of the same category of employment.

Eighty (80) per cent of the rates fixed for adults in respect of the same category of employment.



at the purpose of this notification—

(a) Zone I shall comprise—

- (i) Greater Bombay;
- (ii) The Uran, Panvel, Karjat, and Khalapur Talukas of the Kulaba District; and
- (iii) The Thane, Vasai, Bhivandi, Kalayan and Ulhasnagar Talukas of the Thane District; and

(b) Zone II shall comprise—

- (i) the City of Pune as constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949), and the Haveli, Mulshi, Maval and Khed Talukas of the Pune District;
- (ii) the Nagpur Taluka of the Nagpur District;
- (iii) the Karvir Taluka of the Kolhaapur District.
- (iv) the Solapur North Taluka of the Solapur District; and
- (v) the Nashik Talukas of the Nashik District.

(c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I or Zone II above;

(d) The minimum rates of wages shall consist of an all inclusive rate allowing for rate, the cost of living allowance and the cash value of concessions, if any;

(e) the minimum rates of wages shall be conclusive of payment of remuneration in respect of the weekly day rest.

(Notification No. MWA/5283/5586/Lab-7, dated 8th March 1984, published in Maharashtra Government Gazette Part-I-L, dated 5th April 1984, pages Nos. 1555 to 1559.

(10) In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 of the said Act, the Government of Maharashtra, after considering all the representations received in respect of the aforesaid proposals and after consulting the Advisory Board as required by the proviso to the sub-section (2) of section 5 of the said Act, hereby revises with effect from the 16th March 1984, the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them as set out in column 3 of the schedule hereto as the minimum rates of wages payable to the classes of employees mentioned against them in column 2 of that Schedule.

Serial No. Classes of employees

1 2

I. Adult:—

(A) Skilled employees—

- (1) Mistries of all types
- (2) Bhattiwallas
- (3) All other employees by whatever names called, doing the work of the nature done by the employees falling under any of the abovementioned categories of employees.

(B) Semi-skilled employees—

- (1) Guliwallas
- (2) Weighmen or Katreh-wallas.
- (3) Linemen or distributors
- (4) All other employees by whatever names called, doing the work of the nature done by the employees.

(C) Unskilled employees—

- (1) Patrawallas
- (2) Helpers

Rates

Zone I Zone II Zone III

Rs. 408.00 per month in the case of those employed on monthly wages or Rs. 13.30 per day in the case of those employed on daily wages.

Rs. 354.00 per month in the case of those employed on monthly wages or Rs. 12.10 per day in the case of those employed on daily wages.

Rs. 324.00 per month in the case of those employed on monthly wages or Rs. 12.90 per day in the case of those employed on daily wages.

Rs. 336.00 per month in the case of those employed on monthly wages or Rs. 13.44 per day in the case of those employed on daily wages.

Rs. 300.00 per month in the case of those employed on monthly wages or Rs. 12.00 per day in the case of those employed on daily wages.

Rs. 272.00 per month in the case of those employed on monthly wages or Rs. 11.33 per day in the case of those employed on daily wages.

Rs. 294.00 per month in the case of those employed on monthly wages or Rs. 13.10 per day in the case of those employed on daily wages.

Rs. 255.00 per month in the case of those employed on monthly wages or Rs. 11.33 per day in the case of those employed on daily wages.

Rs. 214.00 per month in the case of those employed on monthly wages or Rs. 10.33 per day in the case of those employed on daily wages.

## LABOUR GAZETTE JUNE 1984

Classes of employees	2	Rates	
		Zone I	Zone II
All other employees employed in occupations not specified in any of the categories mentioned under the above-mentioned categories (A), (B) and (C)	3	Rs. 294.00 per month in the case of those employed on monthly wages of Rs. 11.50 per day in the case of those employed on daily wages.	Rs. 214.00 per month in the case of those employed on monthly wages of Rs. 6.50 per day in the case of those employed on daily wages.
		80 per cent of the rates fixed for adults in respect of the same category of employment.	80 per cent of the rates fixed for adults in respect of the same category of employment.

For the purpose of this notification—

(a) Zone I shall comprise,—

- Greater Bombay.
- The Uran, Panvel, Karjat and Khalapur Talukas of the Kulaba District.
- The Thane, Yeola, Bhivandi, Kalyan and Ulhasnagar Talukas of Thane District.

(b) Zone II shall comprise,—

- the City of Pune as constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Bom. L.N. of 1949), and the Haveli, Mulshi, Maval and Khed Talukas of the Pune District;
- the Nagpur Taluka of the Nagpur District;
- the Karvir Taluka of the Kolhapur District;
- the Solapur North Taluka of the Solapur District; and
- the Nashik Taluka of the Nashik District.

(c) Zone III shall comprise all other areas in the State of Maharashtra not included in Zone I or Zone II above.

(d) The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of concessions, if any.

(e) The minimum rates of wages shall be inclusive of payment of remuneration in respect of the weekly day of rest.

(f) This notification No. MWA/3283/3585/Lu-7, dated 8th March 1984, published in Maharashtra Government Gazette, Part I-L, dated 5th April 1984, pages Nos. 1559 to 1562).





3. After rule 10 of the principal rules, the following rule shall be inserted, namely —

" 10-A. *Scrutiny of application.*—(1) On receipt of an application under rule 10, the controlling authority shall examine it or cause it to be examined on the following points, namely :—

- (a) whether the application is in proper form and is properly signed and verified;
- (b) whether it is barred by limitation;
- (c) whether it is accompanied by the documents on which reliance is placed along with a list and copies thereof as required under rule 10.

(2) The application shall thereafter be entered in the register in Form ' Q '.

(3) If an application is found to be defective the controlling authority shall direct the applicant to rectify the defect to that effect within a period to be specified or such further period as may be permitted by the controlling authority. If the applicant fails to comply with the directions it shall be competent for the controlling authority to dismiss the application.

4. In rule 11 of the principal rules, sub-rule (4) shall be referred to as clause (a) of that rule and after clause (a) so referred the following shall be inserted, namely :—

" (b) The controlling authority shall pronounce his finding or decision openly on the date fixed for the said purpose ;

(c) The finding or decision shall be signed and dated by the controlling authority openly at the time of pronouncing it and, when once signed, shall not afterwards be altered amended or added to ;

Provided that clerical or arithmetical mistakes, in findings or decision or errors arising therein from any accidental slip or omission may at any time be corrected by the controlling authority either of its own motion or on the application of any of the parties. "

5. After rule 11 of the principal rules, the following rule, shall be inserted, namely —

" 11-A. *Production of documents.*—(1) Any relevant document other than those mentioned in sub-rule (2) of rule 10 and in the notice in Form ' O ' which any party desires to tender in evidence, shall be produced on or before the first date fixed for hearing, along with a list thereof and with as many extra copies as are the opposite parties.

(2) Any document which is not produced within the time specified in sub-rule (1), shall not without the permission of the controlling authority, be admissible in evidence on behalf of the party which should have produced it.

(3) Nothing in this rule shall apply to any document which is produced for the purpose of cross-examining a witness or given for refreshing his memory.

(4) If any document is written in pencil or torn or damaged in any way, note to that effect shall be made in the list and any such document shall be brought to the notice of the controlling authority by the receiving clerk. The controlling authority, may, if he deems it desirable direct the party producing the document to keep a true copy thereof on the record.

(5) Every document tendered in evidence by or on behalf of the employees shall be marked as Exhibit ' U ', and that submitted by or on behalf of the employer shall be marked as Exhibit ' C ' which shall be numbered serially.

(6) All such documents produced or tendered in evidence shall be accompanied by a list in Form ' U ' or wherein each document shall be mentioned serially together with the details thereof.

(7) Any document which is referred to in the proceedings shall, before it is formally proved and tendered in evidence be detached from the list and marked for identification and assigned an exhibit number and reference to such number and appear in all dispositions, proceedings or orders.

After rule 15 of the principal rules, the following rules shall be inserted, namely

" 15-A. *Maintenance of Roznama.*—(1) The controlling authority shall maintain a Roznama of the proceedings of every application.

(2) The Roznama shall contain the following information, namely —

- (i) course of proceedings from day to day ;
- (ii) reasons for adjournment, if any ;
- (iii) faithful, complete and concise history of the case and other proceedings under it including Commissioner's report and all other proceedings after passing of findings to be mentioned chronologically ;
- (iv) a list and description of the exhibits ;
- (v) date of delivery of findings or decision ;
- (vi) date of signing of the finding or decision ; and
- (vii) application for review and modification in the finding or decision, if any.

(3) The Roznama shall be kept from day to day as an original document by the clerk of the controlling authority or clerk on duty. The entries other than those made at the time of institution of the proceedings shall normally be signed by the controlling authority.

(4) Every document admitted in evidence and exhibited shall be mentioned in the Roznama in the chronological order, with description and date of documents. At the end of Roznama of each case, the concerned Clerk shall make a note that all stamps have been punched and thereafter affix his signature."

7. After rule 20 of the principal rules, the following rule shall be added, namely

" 21. *Supply of certified copies.*—(1) Every person desiring to obtain certified copies of any records including copies of finding or decision of controlling authority or decision or appellate authority shall make an application in writing to the controlling authority or the appellate authority, as the case may be.

(2) On receipt of such application and on payment of fees for copying a document at the rate of 50 paise per hundred words or fraction thereof, a certified copy of the document shall be supplied by the controlling authority or the appellate authority, as the case may be.

(3) Certified copies of documents required urgently may be supplied on payment of one and half times the fees payable under sub-rule (2).

(4) No copy shall be granted of any notes recorded by the controlling authority or appellate authority for its own use."

8. For Form " O " appended to the principal rules, the following Form, shall be submitted, namely :—

" FORM ' O '

[See sub-rule (1) of rule 11A]

#### Notice for appearance before the Controlling Authority

From

The Controlling Authority under the Payment of Gratuity Act, 1972.

To

(Name and address of the employer/employee).

Whereas Shri .....an employee under you/a nominee(s) legal heir(s) of Shri .....an employee under the abovementioned employer, has, have filed an application under sub-rule (1) or rule 10 of the Payment of Gratuity (Maharashtra) Rules, 1972, alleging that .....(a copy of the said application is enclosed).



Now, therefore, you are hereby called upon to appear before me at .....  
 ..... (place) ..... either personally or through  
 a person duly authorised in this behalf for the purpose of answering all material questions  
 relating to the application on the .....  
 day of 19..... at ..... O'clock in the forenoon/afternoon in support of/  
 to answer the allegation; and as the day fixed for your appearance is appointed for final  
 disposal of the application, you must be prepared to produce on that day all the witnesses  
 upon whose evidence, you intend to rely in support of your allegation or defence.

You may, if you so desire, file at least 3 days before the date of hearing a written statement  
 to the application along with the documents referred to the rein accompanied by a list thereof  
 and also supply copies thereof to the applicant and obtain receipt thereof and file it along  
 with the written statement.

Take notice that in default of your appearance on the day before mentioned the application  
 will be dismissed, heard and determined in your absence.

Given under my hand and seal this ..... day of ..... 19.....

Controlling Authority.

*Note.*—Strike out the words and paragraphs not applicable. "

9. In Form 'Q' appended to the principal rules for the words, brackets and figure  
 " [See sub-rule (1) of rule (16)] " the words, brackets and figures " [See sub-rule (2) of rule  
 10A and sub-rule (1) of rule (16)] ", shall be substituted.

10. After Form 'T' appended to the principal rules, the following Form shall be added  
 namely :—

" Form 'U' "

[See sub-rule (6) of rule 11A]

Applicant  
 List of documents produced by .....  
 Opposite Part.

(Title e. g. Description, subject, name of the Controlling Authority, No. etc.)

No.	Description of documents	Date if any, which the documents bear	Signature of party or pleader or any authorised representative
(1)	(2)	(3)	(4)

(B) *Appointments under the Act.*—(1) In exercise of the powers conferred by Section 3 of the said Act, the Government of Maharashtra has appointed the Presiding Officers of the Labour Courts specified in column 2 of the Schedule hereto to be controlling Authorities of the areas, respectively, specified against them in column 3 of that Schedule.

# SCHEDULE

Serial No.	Officers	Areas
1	2	3
1	Presiding Officers, Labour Courts, Bombay, First, Second, Third, Fourth, Fifth, Sixth, Seventh, Eighth, Ninth and Tenth.	Greater Bombay
2	Presiding Officers, Labour Courts, Thane, First and Second.	Thane District.
3	Presiding Officer, Labour Courts, Pune, First and Second.	Pune District.
4	Presiding Officer, Labour Court, Ahmadnagar	Ahmadnagar District.
5	Presiding Officer, Labour Court, Nashik	Nashik District.
6	Presiding Officer, Labour Court, Dhule	Dhule District.
7	Presiding Officer, Labour Court, Jalgaon	Jalgaon District.
8	Presiding Officer, Labour Court, Kolhapur	Kolhapur, Ratnagiri and Sindhudurg District.
9	Presiding Officers, Labour Courts, Solapur, First and Second.	Solapur, Osmanabad and Latur Districts.
10	Presiding Officer, Labour Court, Aurangabad	Aurangabad, Jalna, Beed, Nanded and Parbhani Districts.
11	Presiding Officer, Labour Court, Akola	Akola and Buldhana Districts.
12	Presiding Officer, Labour Court, Amravati	Amravati and Yavatmal Districts.
13	Presiding Officers, Labour Courts, Nagpur, First, Second, Third and Fourth.	Nagpur, Chandrapur, Wardha and Gadchiroli District.
14	Presiding Officer, Labour Court, Bhandara	Bhandara District.
15	Presiding Officer, Labour Court, Sangli.	Sangli and Satara Districts.

Nothing in this notification shall affect the part-heard cases pending immediately before the date of this notification on the file of the Authority and those part-heard cases shall be disposed of by such Authority as if this notification had not been issued.

(Notification No. PGA/1083/5729/Lab 7 dated 7th March 1984, published in M.G.G. Part I-L, dated 5th April 1984, pages Nos. 1542-43).

## XIII. THE WORKMEN'S COMPENSATION ACT, 1923

(4) *Notifications under the Act.*—The following draft of rules further to amend the Workmen's Compensation Rules, 1924, which the Government of Maharashtra proposes to make in exercise of the powers conferred by clause (c) of sub-section (2) of section 32 of the Workmen's Compensation Act, 1923 (8 of 1923), in its application to the State of Maharashtra, and of all other powers enabling it in that behalf, is hereby published as required by sub-section (1) of section 34 of the said Act for information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Maharashtra on or after the 1st day of June 1984.

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

## DRAFT RULES

1. These rules may be called the Maharashtra Workmen's Compensation (Amendment) Rules, 1984.

2. In the Workmen's Compensation Rules, 1924 (hereinafter referred to as "the principal rules"), in rule 26, sub-rule (1), after the word "applicant" the words "and be accompanied by as many copies thereof as the number of opposite parties" shall be inserted.

3. In the principal rules, for rule 21, following rule shall be substituted, namely :—

"21. *Production of documents and examination of application.*—(a) (i) When an application for relief is based on any document or documents, such document or documents with a list thereof and as many copies as the number of opposite parties, shall be appended to the application.

(u) Any other relevant document or documents which any party desires to tender as evidence, shall be produced on or before the first date fixed for hearing along with a list thereof and as many copies as the number of opposite parties.

(iv) Any document which is not produced in the manner specified in sub-rule (i) or (ii), as the case may be shall not be admissible in evidence on behalf of the party which ought to have produced it without the permission of the Commissioner.

(iv) Nothing in this rule applies to any document which is produced for the purpose of cross-examining a witness or is handed over to a witness to refresh his memory.

(v) If any document is written in pencil or torn or damaged in any way, a clear note to that effect shall be made in the list and any such document shall be brought forthwith to the notice of the Commissioner by the Clerk, whose duty is to receive it. The Commissioner may, if it deems desirable, require the party producing such documents to keep a true copy thereof, either written in ink or typed, on the record.

(vi) The list of documents shall mention each document serially, and shall be in Form FF.

21 (b) (1). On receipt of the application, the Commissioner shall examine it or cause it to be examined with reference to the following points namely :—

(i) whether it is in proper form and is properly signed and verified :

(ii) whether it is barred by limitation ;

(iii) whether it is accompanied by the documents on which the reliance is placed for the relief along with a list and copies thereof and whether the documents are in proper condition as provided in sub-rule (a) ;

(iv) whether proper fee is paid ;

(v) whether compensation has been correctly calculated ;

(2) After an application being examined and found to be in order, it shall be entered in appropriate column of the register of application on the basis of the category to which the application belongs and thereafter be placed before the Commissioner for orders.

(3) Where an application is found to be defective in any particular material, the Commissioner shall direct the applicant to rectify the defect within a specified period or such further period as may be allowed by the Commissioner, failing which it shall be competent to the Commissioner to discuss the application.

(4) The rejection of the application under sub-clause (3) shall not itself preclude the applicant from presenting a fresh application for the settlement of the same matter".

4. After sub-rule (2), of rule 22, of the principal rules, the following shall be added namely

"(2A) When an application is returned under sub-rule (1) or (2), a copy of the reasons given by the Commissioner for returning the application shall be retained in a separate file along with a copy of the application."

5. In rule 26 of the principal rules, after the words "a copy of the application" the words, "along with the copies of the documents relied upon and a copy of the list thereof" shall be inserted.

6. In sub-rule (1) of rule 27 of the principal rules, after the words "before the first" the words "date fixed for" shall be inserted.

7. *Maintenance of Roznama.*—For rule 30, of the principal rules, the following rule shall be substituted, namely :—

"30. *Maintenance of Roznama.*—(1) The Commissioner shall maintain a Roznama of the proceedings of the applications.

(2) The Roznama shall contain the following information, namely

(i) day to day course of proceedings;

(ii) reasons for adjournment, if any;

(iii) faithful, complete and concise history of the case and other proceedings including Commissioner's report and all other proceedings after passing of the order to be mentioned chronologically;

(iv) a list and description of the exhibits;

(v) date of delivery of order ;

(vi) date of signing of the order; and

(vii) application for review and modification of the order, if any.

(3) The Roznama shall be maintained by the Bench Clerk or clerk on duty. The entries other than those made at the time of institution of proceedings shall be signed by the Commissioner.

(4) Every document accepted and admitted as evidence shall be mentioned in the Roznama in chronological order. The description of the documents shall also be mentioned in the Roznama. At the end of the Roznama of each case the Bench Clerk concerned shall make a note that all stamps have been punched and thereafter he shall affix his signature thereon".

8. After sub-rule (2) of rule 32 of the principal rules, the following shall be added namely :—

"(3) Ordinarily, judgements and orders shall be delivered immediately after the argument are heard and in every case within fifteen days of the completion of the arguments. Every judgement or order shall be pronounced in open Court on the date fixed for the same unless prior intimation of the date of the delivery of the order is given to the concerned parties.



(4) (i) Any person desirous of obtaining certified copies of any papers in any proceedings before the Commissioner including certified copies of any order or judgement may make an application in writing to the Commissioner.

(ii) On receipt of such application and on payment of fees at the rate of fifty paise per hundred words or fraction thereof, a certified copy of the document shall be supplied by the Commissioner.

(iii) Urgent certified copies of the documents may be supplied on payment of one and half times the fees payable under sub-clause (ii) of sub-rule (4).

(iv) No copy shall be granted of any note recorded by the Commissioner for his own use or of any exhibit or document which the Commissioner may consider to be "confidential".

9. Rule 41 of the principal rules shall be re-numbered as sub-rule (1) and after it is so re-numbered, the following sub-rule shall be added, namely:—

"(2) If any proceeding is restored under Order 9, rules 9 and 13 of the Civil Procedure Code, 1908, it shall not be re-registered, but the proceeding shall continue under the original number of the application after taking note of the order of the Court under the relevant register and number of the miscellaneous application for proceeding in which the order was passed and also the date of that order".

10. After 'Form F', appended to the principal rules, the following Form shall be inserted, namely

"FORM FF

rule 21 (b)(ii)

Applicant  
List of documents produced by  
Opposite Party (Title) e.g.

Description, subject, name of the Court, Commissioner, Authority, Number etc.

No.	Description of documents.	Date, if any, which the documents bear	Signature of party or pleader or any authorised representative
1	2	3	4

(Notification No. MWA/1182 4153/Lab-11, dated 22nd February 1984, published in M.G.G., Part I-L, dated 5th April 1984, page Nos. 1520 to 1523).

## Consumer Price Index Numbers for Industrial workers for April 1984

### BOMBAY\*

A rise of 7 points

In April 1984, the Consumer Price Index Number for Industrial Workers (New Series) for Bombay Centre with base January to December 1960 equal to 100 was 586 being 7 points higher than that in the preceding month. The index related to the standard of life ascertained during the year 1958-59 living survey at Bombay Centre

The index number for the food group increased by 8 points to 647 due to a rise in the average prices of wheat, moongdal, edibles oils, milk-pure and vegetables and fruits sub group.

The index number for the Pan, Supari and Tobacco etc, group increased by 17 points to 646 due to a rise in the average prices of pan-leaf, bidi and chewing tobacco.

The index number for the fuel and light group increased by 4 points to 768 due to a rise in the average prices of firewood and charcoal.

The index number for housing remained steady at 171 being a six monthly item.

The index number for clothing, bedding and footwear group increased by 2 points to 599 due to a rise in the average prices of dhoti, shirting, long cloth full pant and chappal ladies.

The index number for the miscellaneous group increased by 2 points to 453 due to a rise in the average prices of cinema show, hair oil and washing soap.

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

(Average prices for the calendar year 1960=100)

Group	Weight proportional to the total expenditure.	Group Index Numbers	
		March 1984	April 1984
I-A. Food	57.1	639	647
I-B Pan, Supari, Tobacco, etc.	4.9	629	646
II. Fuel and Light	5.0	764	768
III. Housing	4.6	171	171
IV. Clothing, Bedding and Foot -Wear ..	9.4	557	559
V. Miscellaneous	19.0	448	453
Total	100.0	579	586
Consumer Price Index Number ..	....	579	586

\*Details regarding the scope and method of compilation of the index will be found on pages 598 to 605 of December 1965 issued of Labour Gazette, For Errata (see) page 167 of January 1966 issue.

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\*.****A fall of 2 points**

In April 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Solapur Centre with base January to December 1960 equal to 100 was 588 being 2 points lower than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Solapur Centre.

The index number for the food group decreased by 2 points to 636 due to a fall in the average prices of wheat, jowar, arhar dal and masur dal.

The index number for the Pan, Supari, and Tobacco etc. group increased by 27 points to 508 due to a rise in the average prices of Pan readymade and bidi.

The index number for the fuel and light group has remained steady at 708.

The index number for housing remained steady at 255 being a six monthly item

The index number for clothing, bedding and footwear group decreased by 10 points to 567 due to a fall in the average prices of long cloth, shirting and marking.

The index number for the miscellaneous group increased by 3 points to 455 due to a rise in the average prices of Railway fare, Toilet Soap, utensils and washing soap.

**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 1984	April 1984
IA. Food	63.0	638	636
IB. Pan, Supari, Tobacco, etc.	3.4	481	508
II. Fuel and Light	7.1	708	708
III. Housing	5.2	255	255
IV. Clothing, Bedding and Footwear	9.0	577	567
V. Miscellaneous	12.3	452	455
Total	100.00	....	....
Consumer Price Index Number		590	588

\*Details regarding the scope and method of compilation of the index may be seen on pages 687 to 613 December 1963 issue of Labour Gazette. For Errata (see) page 897 of January 1964 issue.

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

**NAGPUR**  
A rise of 1 point

In April 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Nagpur Centre with base January to December 1960 equal to 100 was 570 being 1 point higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nagpur Centre.

The index number for the food group increased by 1 point to 604 due to a rise in the average prices of arhar dal, moong dal, edible oils curd, ghee dry vegetables and fruits sugar and gur.

The index number for the Pan, Supari, and Tobacco etc group increased by 11 points to 560 due to a rise in the average prices of Pan leaf and Katha.

The index number for the fuel and light group has remained steady at 846.

The index number for housing remained steady at 297 being a six monthly item—

The index number for clothing, bedding and footwear group has remained steady at 602.

The index number for the miscellaneous group decreased by 1 point to 440 due to a fall in the average prices of railway fare only.

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

(Average prices for the calendar year 1960=100)

Groups	Weights proportional to the total expenditure	Group Index Numbers	
		March 1984	April 1984
IA. Food	63.0	603	604
IB. Pan, Supari, Tobacco, etc.	3.4	549	560
II. Fuel and Light	7.1	846	846
III. Housing	5.2	297	297
IV. Clothing, Bedding and Footwear	9.0	602	602
V. Miscellaneous	12.3	441	440
Total	100.0	....	....
Consumer Price Index Number		569	570

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

Note.—For arriving at the equivalent of the old Index Number (1939=100), the new index number should be multiplied by the linking factor 1/2, 5.22.



# PUNE\*

546 A rise of 7 points

In April 1984 the Consumer Price Index Number for Industrial Workers (New Series) for Pune Centre with base year 1961 equal to 100 was 546 7 points higher than that in the preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living Survey at Pune Centre.

The index number for the food group increased by 12 points to 609 due to rise in the average prices of turdal gramdal, moongdal, groundnut oil, vegetables banana and sugar.

The index number for the fuel and light group increased by 9 points to 723 due to a rise in the average prices of firewood wood.

The index number for housing remains steady at 144 being a six monthly item

The index number for clothing and footwear increased by 6 points to 529 due to a rise in the average prices of saree.

The index number for the miscellaneous group decreased by 1 point to 456 due to a fall in the railway fare.

## CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR PUNE CENTRE

(Average prices for the calendar year 1961=100)

Groups	Weight proportional to the total expenditure	Group Index Numbers	
		March 1984	April 1984
I. Food .. .. .	55.85	597	609
II. Fuel and light .. .. .	6.89	714	723
III. Housing .. .. .	6.65	144	144
IV. Clothing and Footwear .. .. .	10.31	523	529
V. Miscellaneous .. .. .	20.30	457	456
Total .. .. .	100.00	....	....
Consumer Price Index Number .. .. .	....	539	546

\*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. For Errata thereto, see page 217 of November 1965 issue.

# JALGAON\*

561 A rise of points

In April 1984 the Consumer Price Index Number for Industrial Workers (New Services) for Jalgaon Centre with base year 1961 equal to 100 was 561 being 5 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Jalgaon Centre.

The index number for the food group increased by 7 point to 608 due to rise in the average price of jawar, Oils and fats, sub group fresh fish and Milk Chillies dry, Sugar, Gur. The index number for the fuel and light group remained steady at 711. The index number for housing remains steady at 183 being a six monthly item.

The index number for clothing and footwear increased by 15 points to 554 due to a rise in the average prices of dhoti and Long cloth. The index number for the miscellaneous group decreased by 1 points to 462 due to a fall in the average prices of railway fare.

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

(Average prices for the calendar year 1961=100)

Groups	Weight, proportional to total expenditure	Group Index Numbers	
		March 1984	April 1984
I. Food .. .. .	60.79	601	608
II. Fuel and Light .. .. .	7.20	711	711
III. Housing .. .. .	6.11	183	183
IV. Clothing and Footwear .. .. .	10.29	539	554
V. Miscellaneous .. .. .	15.61	463	462
Total .. .. .	100.00	....	....
Consumer Price Index Number .. .. .	....	556	561

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

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

## NANDED\*

A rise of 3 points

In April 1984 the Consumer Price Index Number for Industrial Workers (New Services) for Nanded Centre with base year 1961 equal to 100 was 630 being 3 points higher than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Nanded Centre.

The index number for the food group increased by 3 point to 699 due to rise in the average price of rice, Moog dal without husk, ground nut oil, chillies, dry turmeric, tomatoes, garlic, banana, Gur. The index number for the fuel and light group remained steady at 780. The index number for housing remains steady at 310 being a six monthly item.

The index number for clothing and footwear increased by 16 points to 522 due to a rise in the average prices of Saree and longcloth. The index number for the miscellaneous group decreased by 3 points to 485 due to a fall in the average prices of railway fare.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS FOR  
NANDED CITY

(Average prices for the calendar year 1961 = 100)

Groups	Weight proportional to total expenditure	Group Index Numbers	
		March 1984	April 1984
I. Food	61.46	696	699
II. Fuel and Light	5.88	780	780
III. Housing	4.62	310	310
IV. Clothing, bedding and Foot-wear	12.22	506	522
V. Miscellaneous	15.82	488	485
Total	100.00		
Consumer Price Index Number		627	630

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944 = 100 the new index number on base 1961 = 100 should be multiplied by the linking factor viz. 2.45.

## AURANGABAD\*

A fall of 2 points

In April 1984 the consumer Price Index Number for Industrial workers (New Services) for Aurangabad centre with base year 1961 equal to 100 was 581 being 2 points lower than that in preceding month. The index relates to the standard of life ascertained during the year 1958-59 family living survey at Aurangabad centre.

The index number for the food group decrease by 4 points to 629 due to fall in the average prices of wheat, turdal and jowar.

The index number for the fuel and light group remained steady at 771.

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

The index number for clothing and footwear increased by 15 points to 543 due to a rise in the average prices of saree and long cloth.

The index numbers for the miscellaneous group decreased by 2 points to 456 due to a fall in the Railway fare.

CONSUMER PRICE INDEX NUMBERS FOR WORKING CLASS  
FOR AURANGABAD CENTRE

(Average prices for the calendar year 1961 = 100)

Groups	Weight, proportional to total expenditure	Group Index Number	
		March 1984	April 1984
I. Food	60.72	637	629
II. Fuel and Light	7.50	771	771
III. Housing	4.87	326	326
IV. Clothing and Footwear	12.22	528	543
V. Miscellaneous	15.82	458	456
Total	100.00		
Consumer Price Index Number		583	581

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

Note.—To obtain the equivalent old index number on base August 1943 to July 1944 = 100 the new index number on base 1961 = 100 should be multiplied by the linking factor viz. 2.45.



# ALL INDIA AVERAGE CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS

The statistics for the last 12 calendar months from May 1983 to April 1984 are given in the following table :—

TABLE

Month	Base 1960=100	*Base 1980=100
1	2	3
May 1983 .. .. .	521	633
June 1983 .. .. .	533	648
July 1983 .. .. .	541	658
August 1983 .. .. .	549	667
September 1983 .. .. .	554	673
October 1983 .. .. .	558	678
November 1983 .. .. .	561	682
December 1983 .. .. .	559	679
January 1984 .. .. .	563	684
February 1984 .. .. .	561	682
March 1984 .. .. .	558	678
April 1984 .. .. .	559	679

\* Index numbers under this column are derived from the 1980 based index.

THE STATEMENT SHOWING THE CONSUMER PRICE INDEX NUMBER FOR INDUSTRIAL WORKERS  
GROUPS FOR SEVEN CENTRES OF MAHARASHTRA STATE FOR THE MONTH OF APRIL 1984

Centre	Base	Food	Pan, Supari Tobacco etc.	Fuel and light	Housing	Cloth- ing bedding and footwear	Misc- ellaneous	Con- sumer Price Index No. April 1984	Equiva- lent Old Index No.	Con- sumer Price Index No. March 1984	Equiva- lent Old Index No.
1	2	3	4	5	6	7	8	9	10	11	12
Bombay .. .. .	1960—100	647	646	768	171	559	453	586	2602	579	2571
Solapur .. .. .	1960—100	636	508	708	255	567	455	588	2246	590	2254
Nagpur .. .. .	1960—100	604	560	846	297	602	440	570	2975	569	2970
Pune .. .. .	1961—100	609	..	723	144	529	456	546	..	539	..
Jalgaon .. .. .	1961—100	608	..	711	183	554	462	561	2968	556	2941
Nanded .. .. .	1961—100	699	..	780	310	521	485	630	1544	627	1536
Aurangabad .. .. .	1961—100	629	..	771	326	543	456	581	1290	583	1294

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

BOMBAY : 4.44 SHOLAPUR : 3.82 NAGPUR : 5.22

JALGAON : 5.29 Nanded : 2.45 AURANGABAD : 2.22

# Labour Intelligence

## INDUSTRIAL RELATIONS IN MAHARASHTRA REVIEW FOR THE MONTH OF MARCH 1984

### Industrial Courts, Tribunals and Labour Courts

In all 2,207 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	
		3	4	3	6
I.	Industrial Courts/Tribunals—				
1	Industrial Court, Bombay	37	48	339	276
2	Industrial Tribunal, Bombay	6	..	26	48
3	Industrial Court, Nagpur	7	..	89	32
4	Industrial Tribunal, Nagpur	..	13	..	96
5	Industrial Court, Pune	..	..	53	13
6	Industrial Tribunal, Pune	..	3	..	53
7	Industrial Court, Thane	4	..	28	3
8	Industrial Tribunal, Thane	..	..	39	32
9	Industrial Court, Kolhapur	3	..	18	42
10	Industrial Tribunal, Kolhapur	..	..	..	18
11	Industrial Court, Amravati	..	..	..	..
12	Industrial Tribunal, Amravati	..	..	..	..
13	Industrial Court, Nashik	..	..	..	..
	Total	57	64	492	613
II.	Labour Courts—				
1	Labour Court, ..	111	239	230	690
2	Labour Court, ..	1	47	30	78
3	Labour Court, ..	5	50	62	117
4	Labour Court, ..	5	77	36	118
5	Labour Court, ..	8	6	25	39
6	Labour Court, ..	3	56	86	145
7	Labour Court, ..	1	12	18	30
8	Labour Court, ..	13	5	35	41
9	Labour Court, ..	3	22	35	70
10	Labour Court, ..	2	1	24	28
11	Labour Court, ..	..	22	72	94
12	Labour Court, ..	..	18	35	55
13	Labour Court, ..	..	49	15	64
14	Labour Court, ..	..	23	2	25
15	Labour Court, ..	..	..	..	..
	Total	152	627	815	1,594

Wage Board: 42 references not received by the Wage Board for textile, leather industry during the month under review.

Continued

Rs 4371—6a

As a analysis of disputes handled by the Conciliation machinery in the State during March 1984 under various Acts is given

(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	175	348	523
Bombay Industrial Relations Act, 1946	5	11	16
Bombay Industrial Relations (Extensions and Amendment) Act, 1964	..	..	..
Total	180	359	539

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

Act	Pending at the beginning of the month	No. of cases received during the month	Settled amicably	Ended in failure	Withdrawn or not pursued by parties	Closed	Total (4 to 7)	Pending at the end of the month
1	2	3	4	5	6	7	8	9
Industrial Disputes Act, 1947	939	523	86	119	41	233	281	983
Bombay Industrial Relations Act, 1946	174	16	3	8	9	20	20	170
Bombay Industrial Relations (Extensions and Amendment) Act, 1964	..	..	..	..	..	..	..	..
Total	1,113	539	89	127	50	233	301	1,153



LABOUR GAZETTE—JUNE 1984

Act 1	Bombay 2	Pune 3	Thane 4	Nagpur 5	Nanded 6	Auranga- bad 7	Ahamad- nagar 8	Total 9
B. I. R. Act 1946	4	2	4	2	1	2	1	16

Industry-wise classification is given below :—		Number of disputes in progress		Number of work people involved in all disputes		Average no. of man-days lost in	
Name of the Industry Group	Started during the month i.e. before March 1984	Started during the month i.e. March 1984	Total				
1	4	1	5	6,907	1,90,361		
2	14	2	16	4,204	91,896		
3	5	1	6	2,531	38,551		
4	10	4	14	3,425	83,603		
5	33	8	41	17,067	4,04,411		
6	39	5	44	16,507	3,61,705		

Fourteen of the disputes arose over questions of "pay, allowances and bonus issues", 9 related to "Retrenchment and grievances about personnel" and the remaining 18 were due to other causes.

Out of the 6 disputes that terminated during the course of the month, 1 were settled either entirely or partially in favour of the workers, and 3 in favour of the employers.

Note 1—The figures given in the above Table are based on returns received under the collection of statistics Act, 1953. In compiling returns of the industrial disputes however, disputes in which 10 or more persons are involved are included.

Note 2—No. of workers involved and No. of man-days lost in March 1983 have been rounded.

Note 1—The figures given in the above Table are based on returns received under the collection of statistics Act, 1953. In computing the productivity of the industrial disputes however, disputes in which 10 or more persons are involved are included.

Note 2—No. of workers involved and No. of man-days lost in March 1983 have been revised.

Note 2—No. of workers involved and No. of mandates lost in March 1983 have been

*in favour of the employers.*

Out of the 6 disputes that terminated in 1931, 3 were settled either entirely or partially in favour of the workers, and 3 in

while the remaining 18 were due to other causes.

Retrenchment and grievances about personnel

...the disputes arose over questions of "pay, allowances and

Category	1984	Total
39	5	44
10,207		

Month	1984	1981	1978	1975
			16 507	3 61 705

33	8	41	17,067	4,004,411
----	---	----	--------	-----------

Projecting	...	...	...	...	...
5	1	0	14	3,425	83,603

14	2	10	2,531	38,551
14	2	10	2,531	38,551

4	1	3	16	4204	91896
---	---	---	----	------	-------

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13</																																																																																							

1984	3	4	5	6
------	---	---	---	---

Name of the Individual Group	Oil Title i.e. belated March	1981

Industry	Beginning month March	month i.e. March	Total	involved in all disputes	lost in
...	...	...	...	...	...

Started during the	Number of work people	Aggregate man-days
--------------------	-----------------------	--------------------

Number	progress	
--------	----------	--

Industry-wise classification	Number of disputes in
1. Textile	10
2. Engineering	10
3. Chemicals	10
4. Metallurgical	10
5. Others	10
Total	50

Classification is given below :—

Disparities involved	404411	3,61,705	12,48,887
..			

17,067	16,567	48,940
--------	--------	--------

INDUSTRIAL DUKES	February 1983	March 1984
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9
10	10	10
11	11	11
12	12	12
13	13	13
14	14	14
15	15	15
16	16	16
17	17	17
18	18	18
19	19	19
20	20	20
21	21	21
22	22	22
23	23	23
24	24	24
25	25	25
26	26	26
27	27	27
28	28	28
29	29	29
30	30	30
31	31	31
32	32	32
33	33	33
34	34	34
35	35	35
36	36	36
37	37	37
38	38	38
39	39	39
40	40	40
41	41	41
42	42	42
43	43	43
44	44	44
45	45	45
46	46	46
47	47	47
48	48	48
49	49	49
50	50	50
51	51	51
52	52	52
53	53	53
54	54	54
55	55	55
56	56	56
57	57	57
58	58	58
59	59	59
60	60	60
61	61	61
62	62	62
63	63	63
64	64	64
65	65	65
66	66	66
67	67	67
68	68	68
69	69	69
70	70	70
71	71	71
72	72	72
73	73	73
74	74	74
75	75	75
76	76	76
77	77	77
78	78	78
79	79	79
80	80	80
81	81	81
82	82	82
83	83	83
84	84	84
85	85	85
86	86	86
87	87	87
88	88	88
89	89	89
90	90	90
91	91	91
92	92	92
93	93	93
94	94	94
95	95	95
96	96	96
97	97	97
98	98	98
99	99	99
100	100	100

DISPUTES IN MARCH 1984

LABOUR GAZETTE—MUMBAI  
IN MARATHASTRA STATE

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN DAYS LOST DURING THE MONTH OF MARCH 1984

Name of the Concern	Sector	S/L	Reason	Date of work-stoppages		No. of workers involved	Man-days lost		Remarks
				Began	Ended		During the month	Till the close of the month	
2	3	4	5	6	7	8	9	10	11
<i>Others</i>									
Messrs. Rubber Products Ltd., Thane 411003	Pvt.	S/L	Labour Trouble.	14-3-82		1,260	32,346	7,94,761	Continued
Messrs. Dyeing Printing Mills Ltd., Bombay 400 012	Pvt.	L	Labour Trouble	22-12-82		585	15,795	2,34,000	Do.
Messrs. Krishna Steel Industries, Ltd. Thane.	Pvt.	L	Violence	31-8-83		394	10,330	70,701	Do.
Messrs. Devidayal Steel Industrial Pvt. Ltd., Bombay 400 078.	Pvt.	S	Wages	2-9-83		697	17,394	1,21,962	Do.
Messrs. Estreela Batteries Limited, Bombay 400 019	Pvt.	L	Unfair Labour Practices	3-11-83		1,170	31,590	1,50,930	Do.
The National Rayon Corpn Ltd, Thane.	Pvt.	L	Go-slow	24-11-83		5,985	1,70,895	6,85,267	Do.

THE FOLLOWING STATEMENT GIVES THE DETAILED INFORMATION ON IMPORTANT INDUSTRIAL DISPUTES CAUSING MORE THAN 10,000 MAN DAY LOST DURING THE MONTH OF MARCH 1984.

Sl. No.	Name of the Concern	Sector	S/L	Reason	Date of work stoppages		No. of workers involved.	Mandays lost		Remarks
					Began	Ended		During the month	Till the close of the month	
1	2	3	4	5	6	7	8	9	10	11
7	Thane— Messrs. Mukund Iron and Steel Works Ltd., Thane.	Pvt.	L	Go-slow Indiscipline.	27-11-83		1,358	36,666	1,45,306	Continued.
8	Thane— Wimco Limited, Ambernath, Thane.	Pvt.	L	Go-slow	12-1-84		1,176	31,752	79,968	Do.



## PRESS NOTE ON ESIS BENEFITS IN MAHARASHTRA AND GOA

## ESIS Pays Rs. 1.05 lakhs In April 1984.

The Employees' State Insurance Scheme protects the industrial workers as defined under the ESI Act in the event of Sickness, Maternity, disablement and death due to employment injury besides providing medical care to the workers, and their families.

In Maharashtra 12,91,571 employees were under the coverage of the scheme in the month of April 1984. The high-lights of the benefits paid to these employees were as follows :

(I) 77,686 workers were paid Rs. 57,23,210.35 for the Sickness and Rs. 5,64,351.75 were paid for the long term diseases under Extended Sickness Benefit for the classified diseases, e.g., T.B., Hemiplegia, Paraplegia, Psychoses etc. etc.

(II) 9,404 workers were paid Rs. 37,96,157.05 on account of accidents as employment injury which included 6,858 cases for the permanent disablement and 2,608 for the pension to the dependent/families due to death of the workers in the accidents.

(III) Rs. 3,76,925.80 were paid to the women workers for the Maternity Benefit.

Besides above 278 persons were sterilized and they were paid Rs. 54,442.00 as family planning benefit.

There were 51 cases where legal proceedings were initiated against defaulting employers for the recovery of arrears of contributions.

## OFFICE OF THE COMMISSIONER OF LABOUR, BOMBAY.

The Government of India has set up a Committee, for Implementing Legal Aid Scheme, under the Chairmanship of Justice Shri P. N. Bhagwati, Judge of the Supreme Court, for the purposes of setting up legal aid programme in the State and for supervising and monitoring it. The salient features of legal aid scheme are given below :

Committee for Implementing Legal Aid Scheme, 3, Jaupath Road, New Bombay-400 001.

**Salient features of Legal Aid Scheme.**—The Scheme covers all persons who are bonafide residents of the State of Maharashtra and whose total annual income from all sources, whether in cash or in kind or partly in cash and partly in kind, does not exceed Rs. 5000. The limitations as to annual income do not apply in cases of disputes, relating to domestic matters, when the party belongs to Schedule Castes/Schedule Tribes/Vimukta Jatis/Nomadic Tribes and Budhas and to women and children.

## 2 Method of making Applications

Any person desiring legal aid or advice can make an application, in the prescribed form, addressed to the Member-Secretary of the Committee, together with an affidavit in respect of the annual income of the applicant. Such Committees are formed for the various areas as follows :—

- (1) The Greater Bombay Legal Aid and Advice Committee for Greater Bombay.
- (2) The Nagpur Legal Aid Advise Committee for the City of Nagpur and Nagpur District.
- (3) District Legal Aid and Advice Committee for every District (other than Greater Bombay and the Nagpur District).
- (4) Taluka Legal Aid and Advice Committee for every Taluka (except Talukas in Greater Bombay and Talukas having Head Quarters at District places in relation to the provision of legal services in the Taluka).

## 3. Cases considered for Legal Aid

Legal Aid is given in following cases :—

- (i) In a case of great public importance.
- (ii) In a test case, the decision of which is likely to affect cases of numerous other persons belonging to the weaker Section of the community or
- (iii) In a special case, which for reasons to be recorded, in writing is considered otherwise deserving of legal aid, even where the means test is not satisfied.

**4. Matters on which legal advice admissible and aim of such advice**

Legal advice is given in all matters and it aims at :—

(a) amicable settlement of the dispute by bringing about conciliation between the parties to the dispute.

(b) rendering assistance in complying with various legal requirements in order to secure the benefits under various schemes sponsored by or on behalf of the Central or State Government or any other public authority for the Welfare of the general public or any section thereof.

**5. Modes of Legal Aid**

Legal aid is given in all or any one or more of the following modes

(a) Payment of court-fees, process fees, expenses of witness and all other charges payable or incurred in connection with any legal proceeding;

(b) representation by a legal practitioner in legal proceedings.

(c) Supply of certified copies of judgements, orders, notes of evidence and other documents in legal proceedings.

(d) preparation of Appeal Paper Book, including printing and translation of documents, in legal proceedings; and

(e) drafting of legal documents.

**6. Cases excluded from giving legal aid**

Legal aid is not given in certain cases namely :—

1. Proceedings wholly or partly in respect of—

(a) defamation, or

(b) malicious prosecution;

2. Proceedings relating to any election;

3. Proceedings incidental to any proceedings referred to in items (1) and (2)

4. Proceedings in respect of offences punishable with fine only;

5. Proceedings in respect of economic offences against social laws, such as the protection of Civil Rights Act, 1955, and the Suppression of Immoral Traffic in Women and Girls Act, 1956.

6. Where a person seeking legal aid,

(a) is concerned with the proceedings only in a representative or official capacity; or

(b) is concerned with the proceedings jointly with some other person or persons whose interests are identical with his and such person or any of such persons is adequately represented in the proceedings; or

(c) is a formal party to the proceedings, not materially concerned in the outcome of the proceedings and his interest are not to be prejudiced on account of the absence of proper representation.

**INDIAN LAW REPORTS****INDIAN LAW REPORTS, BOMBAY SERIES 1984**

The subscription rates of Indian Law Reports, Bombay Series for the year 1984 have been fixed as given below:—

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

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

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

1977 .. @	Rs. 42.00 each set with postage.
1978 .. @	Rs. 45.00 each set with postage.
1979 .. @	Rs. 45.00 each set with postage.
1980 .. @	Rs. 45.00 each set with postage.
1983 .. @	Rs. 45.00 each set with postage.

Please send your orders to:—

The Manager, Yeravada Prison Press, Pune 411 006.

**INDUSTRIAL CHEMICAL LABORATORY**

BOMBAY AND PUNE

**GOVERNMENT OF MAHARASHTRA  
CHEMICAL ANALYSIS OF**

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

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

For further details and schedule of charges please contact—

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

INDUSTRIAL CHEMICAL  
LABORATORY  
UNIVERSITY COMPOUND  
GANESH KHIND  
Pune 411 007

Telephone No. 521717



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

## VYAP RI-MITRA

Started in 1950

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

Annual subscriptions :

Rs. 20 (Including postage)

Administrative Officer

106/99, Parashuram Kuti, Erandawana, PUNE 411 004

Telephone No. 55637, 27200

Editorial office

393, Mangalwar Peth, PUNE 411 011

### MAHARASHTRA QUARTERLY BULLETIN OF ECONOMICS AND STATISTICS

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

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

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

Annual Subscription Rs. 13-00

Single Copy Rs. 3-50.

Postage free (in India)

## TAMIL NADU LABOUR JOURNAL

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

### ANNUAL SUBSCRIPTION

Inland	Rs. 15.00	Foreign	Rs. 25.00
--------	-----------	---------	-----------

### SINGLE COPY

Inland	Rs. 1.50	Foreign	Rs. 2.25
--------	----------	---------	----------

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

Year Book of Labour Statistics, 1979

Thirty-ninth issue

1979 XXVII+711 pp. Trilingual E, F, S,

SBN 92-2-00 2250-8 (hard cover)

Price Rs. 418.00

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

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

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

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

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

Subscribing and Advertising Liberally

*Subscription Rate*

Single Copy : Rs. 6 25      Annual subscription : Rs. 25

Special concession for workers—Annual subscription : Rs. 5

Rates of Advertisements can be had on requests

18" x 23"

Size of paper

4

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

**LABOUR COMMISSIONER, HARYANA**

30, Bays Building, Sector 17, Chandigarh 160017

**DIGEST OF CURRENT  
INDUSTRIAL AND LABOUR LAW**

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

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

Annual Subscription : Rs. 60.

Mail Your Order to

**CURRENT LAW PUBLISHERS**

2646, Balliwaran

Post Box No. 1268, G.P.O., DELHI-6

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

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

*Rates of Subscription*

Annual	Liberal	Rs. 24.00
Personal	Personal	Rs.      Single Copy : Rs. 2.00

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

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

**THOZHIL RANGAM**

**PUBLISHED MONTHLY**

**BY**

**THE LABOUR COMMISSIONER**

**GOVERNMENT OF KERALA**

**TRIVANDRUM**

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



BOMBAY : PRINTED AT THE GOVERNMENT CENTRAL PRESS

## ANNOUNCEMENT

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

"LABOUR GAZETTE"

are available with the Publication Section of the office  
of the Commissioner of Labour, Bombay

Those who are in need of them may either write to  
that office immediately or contact personally the concerned  
Superintendent, with necessary prices which are—

**Rs. 18 per volume for Industrial Court Reporter**  
(12 issues from January to December)  
and

**Rs. 15 per volume for the Labour Gazette**  
(12 issues from September to August)

I.C.R. back volumes  
for the years

1980  
1981  
1982

Labour Gazette back  
volumes for the years

1980-81  
1981-82  
1982-83