

## Chapter-3

### INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATIONS MACHINERY (CIRM)

#### BRIEF REPORT ON ACTIVITIES OF CLC's (C) ORGANISATION

3.1 The Chief Labour Commissioner's (Central) [CLC(C)] Organisation, also known as CIRM is an attached office of the Ministry. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining Industrial Relations, enforcement of Labour Laws and verification of Trade Union Membership in central sphere. CIRM has complement of

25 officers at the Head Quarters and 253 Officers in the field. The offices of these Officers are spread over different parts of the country with zonal, regional and unit level formations.

#### FUNCTIONS OF THE ORGANISATION:

3.2 The functions of CIRM broadly are given as under:

FUNCTIONS OF CRIM
<ul style="list-style-type: none"> <li>• Prevention and settlement of Industrial Disputes, in central sphere;</li> <li>• Enforcement of Labour Laws and Rules made thereunder in central sphere;</li> <li>• Implementation of awards.</li> <li>• Quasi-Judicial functions.</li> <li>• Verification of the membership of the Trade Unions.</li> <li>• Welfare.</li> <li>• Other Miscellaneous functions.</li> </ul>



#### PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

3.3 The CIRM ensures harmonious industrial relations in the central sphere establishments through: -

- Monitoring of industrial relations in Central Sphere.
- Intervention, mediation and conciliation in industrial disputes in order to bring about settlement of disputes.
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
- Implementation of settlements and awards.

- Enforcement of other provisions in Industrial Disputes Act relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay off, (4) Retrenchment, (5) Unfair Labour Practices, etc.

3.4 During the year 2004-2005 the CIRM intervened in 410(P) threatened strikes and its conciliatory efforts succeeded in averting 385(P) strikes, which represent a **success rate of 93%**.

The machinery handled the Industrial Disputes during the year 2003-2004 as given as under: -

Details of the Industrial Disputes handled by CIRM						
No. of Disputes received by CIRM	No. of Disputes which were considered unfit for intervention by CIRM	No. of Disputes which were settled without holding formal conciliation proceedings	No. of Disputes which formal C.P. were held	No. of Disputes in which conciliation proceeding led to the settlement of Disputes	No. of Disputes in which conciliation proceedings ended in failure	No. of Disputes Pending with the CIRM on the close of the year
6450	-	2040	4125	1310	285	3079

**Note - All figures are provisional.**

#### **ENFORCEMENT OF LABOUR LAWS:**

3.5 Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the appropriate Government. The machinery enforces following Labour Laws and Rules framed there under: -

- (i) The Payment of Wages Act, 1936 & Rules made there under for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties.
- (ii) The Minimum Wages Act, 1948 and Rules.
- (iii) The Contract Labour (Regulation & Abolition) Act, 1970 and Rules.
- (iv) The Equal Remuneration Act, 1976 & Rules.
- (v) The Inter-State Migrant Workmen (RE&CS) Act, 1979 and Rules.
- (vi) The Child Labour (Prohibition & Regulation) Act, 1986 and Rules.
- (vii) The Payment of Gratuity Act, 1972 and Rules.
- (viii) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act, 1988.
- (ix) The Building and other constructions workers (RE&CS) Act, 1996 and Rules.

(x) Chapter VI-A of Indian Railway Act; Hours of Employment Regulations for Railways Employees.

(xi) The Industrial Employment (Standing Orders) Act, 1946 & Rules.

(xii) The Maternity Benefit Act, 1961 (Mines and Circus Rules, 1963) & Rules.

(xiii) The Payment of Bonus Act, 1965.

3.6 There are approximately 1.5 lakh establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different Labour enactments through routine inspections, special drives for inspections under the crash inspection programmes and taskforce inspections to secure benefits of the beneficial legislations to workers. Special emphasis is given to enforcement of beneficial enactments such as Contract Labour (Regulation & Abolition) Act, 1970, Minimum Wages Act, 1948 and Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the unorganised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details for the year 2003-2004 are given as under -

<b>STATEMENT SHOWING NUMBER OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS</b>				
<b>No. of Inspections</b>	<b>No. of Irregularities</b>		<b>No. of Prosecutions launched</b>	<b>No. of Convictions</b>
	<b>Detected</b>	<b>Rectified</b>		
38250	392451	336164	10264	6738

**NOTE:- All figures are provisional.**

#### **IMPLEMENTATION OF AWARDS:**

3.7 The officers of CIRM implement Awards issued by CGITs. During the year 2004-2005 (upto December, 2004 provisional), 1296 awards (including those brought forward) were received. Out of these 136 were implemented, implementation of 192 Awards was in progress, implementation of 497 Awards was stayed by High Courts & implementation of 471 Awards was pending due to other reasons. Difficulties in implementing the awards are experienced as employers bring stay orders from High Courts on implementation. Besides, sanction for prosecution of employers by the employing Ministries as required under section 197 of Cr PC seldom comes.

#### **QUASI-JUDICIAL WORK:**

3.8 The CIRM officers from the level of ALC (C) up to the level of CLC(C) also perform certain Quasi Judicial Functions as shown below:

**CLC(C)** -Director General (Inspection) under BOCW (RE&CS) Act, Appellate Authority under IE (SO) Act.

**Jt. CLC(C)**- Appellate Authority under IE (SO) Act.

**Dy. CLC(C)** Appellate Authority under IE (SO) Act. Authority under Rule 25(2)(v)(a) and (b) of CL (R&A) Central Rules

**RLC (C)**- Authority under M.W. Act. Appellate Authority under CL(R&A) Act, P.G. Act, E.R. Act. Certifying officer under I.E. (SO) Act, Supervisor of Railway Labour under HOER

**ALC(C)**- Controlling Authority under P.G. Act; Authority under E.R. Act; Registering and Licensing Officer under C.L. (R&A) Act.

3.9 The cases decided by these officers under some of the above

enactments / rules are given in the table below: -

Nature of Quasi Judicial Work	Cases/ Applications / Claims B/F from previous year	Cases/ Applications/ Claims received during the year	Total	Cases/ Applications/ Claims disposed off	Amount Awarded (in Rupees)
Gratuity Applications under P.G. Act (2003-04)	4308	7076	11384	5458	154114042
Gratuity Appeals by RLCs under P.G. Act. (2003-04)	220	528	748	531	-
Claim applications by RLCs(C) under M.W. Act (2003-04)	5747	3843	9590	3594	42247673
Applications for certification/modification of Standing Orders by RLCs(C) (2003-04)	57	15	72	27	-
Cases under BOCW Act (2004-05) (P)	-	2004	2004	190(P)	119000

**P= All figures are provisional.**

#### **VERIFICATION OF TRADE UNION MEMBERSHIP:**

**Verification of Trade Union Membership for recognition under code of Discipline:**  
**(a) By Record Checking and Sampling**  
**(b) Secret Ballot.**

3.10 During the year 2003-04 (P) the Officers of CIRM completed verification under Code of Discipline in 10 establishments. Out of these verification was conducted through secret Ballot in 9 establishments and through code of Discipline in the remaining one.

**Verification for Appointment of Workmen Director under (a) State Bank of India and its subsidiaries (Appointment of Employee Directors) Rule, 1974 (b) Nationalised Banks**

**(Management and Miscellaneous provisions) Scheme 1970 & 1980**

3.11 Statutory verifications for the purpose of appointment of workmen Directors was completed in one Bank.

**General Verification of Central Trade Unions by checking Records and Sampling.**

3.12 Verification of membership of unions affiliated to the Central Organisations of Workers in the country is one of the important functions of this organization. Representations of Labour on the tripartite bodies, development councils, committees, boards, etc., at national and international level (including ILO) is granted on the basis of the results of general verification.

3.13 Hon'ble High Court of Delhi directed the CLC(C) to conduct the general verification with date of reckoning as 31.12.2002 vide its order dated 25.07.2003 within a span of one year from the date of receipt of the order. The 1<sup>st</sup> phase of general verification is under way. An application seeking extension of time has been filed in the Hon'ble High Court in which the next date of hearing is 19.01.2005.

### MISCELLANEOUS FUNCTIONS

3.14 The CIRM performs the following miscellaneous functions also: -

1. Conducting periodic meetings of Minimum Wages Advisory Board and notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number.
2. Defending Ministry of Labour and Employment in Writ Petitions filed against Ministry in different High Courts.
3. Investigations of Complaints as per direction of the Ministry of Labour and Employment.
4. Assisting Central Advisory Contract Labour Board as conveners of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Questions on statutes enforced by CLC(C) organization.
7. Advising Ministry of Labour and Employment in Conflict situations like strikes of All India Nature and other Labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.

9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.

10. Assisting Ministry of Labour and Employment in training of Central Labour Service Officers.

### WELFARE

3.15 The Chief Adviser (Labour Welfare) supervises the functioning of Assistant Labour Welfare Commissioners (ALWCs), Deputy Labour Welfare Commissioners (DLWCs) and Labour Welfare Commissioners (LWCs). The ALWCs and DLWCs are posted in Defence and other establishments such as CPWD, Security Presses, Mints, Ordnance Factories, Telecom Factories, and Hospitals etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. Together these officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees such as Shop Councils, Works Committees etc.

### MAJOR INDUSTRIAL RELATION EVENTS DURING THE YEAR (2004-2005) IN WHICH CIRM PLAYED IMPORTANT ROLE

#### Flash strike in Air India

3.16 A flash strike in Air India was reported to CLC(C) by Shri Bhargav, director (HRD), Air India. On 21<sup>st</sup> May, 2004 at 9 pm. strike was called by Air India Employees Guild against verification of membership of the employees of Air India (Ground category) undertaken by CLC(C) organisation, being advised, by Ministry of Labour and Employment on the

request of Ministry of Civil Aviation. CLC(C), immediately contacted Union leaders over phone and requested them to withdraw flash strike and invited for discussions. On his request, union agreed to call off the strike and attended discussion with CLC(C) on 24.05.2004.

### **Syndicate Bank Strike averted**

3.17 Unions operating in Syndicate Bank Served notice to go on Strike on 4.06.2004 in protest against the decision of the Bank to abolish the Special Assistance Cadre. The matter was seized into conciliation by the RLC(C) Bangalore and after prolonged discussions and persuasion, management of the bank and union leaders signed a memorandum of understanding. As a result of intervention by CIRM officers, the strike as well as the consequential estimated loss to the tune of Rs.100 crore could be averted.

### **Banking Sector**

3.18 United forum of bank unions comprising of a Federation of trade unions/associations of Bank employees/officers served a strike notice on chairman Indian Bank Association, Mumbai proposing to go on strike in the Banking Industry throughout India on 5<sup>th</sup> & 6<sup>th</sup> October, 2004 to press early settlement of long term wage revision due from 01.11.2002. The Chief Labour Commissioner (Central) held two rounds of conciliation proceedings on 22<sup>nd</sup> September & 1<sup>st</sup> October, 2004 and succeeded in persuading Indian Bank Association to increase the package of offer and the unions to withdraw the strike notice. As a result two day proposed strike in banks on 5<sup>th</sup> & 6<sup>th</sup> October, 2004 and consequential loss to the tune of Rs.322 crore approximately could be averted.

## **VISION STATEMENT OF CLC(C) ORGANISATION DURING 2004-2005**

### **To re-orient approach in inspection**

3.19 The inspections will be relief oriented and will be conducted selectively with emphasis on inspecting the establishments in remote and inaccessible areas. Efforts will be made to increase the number of inspections by 10% over last year.

### **To submit report to the Ministry on simplification of procedures, returns and registers**

3.20 A report on simplification of procedures associated with functioning of CIRM as well as on simplification and reducing the number of various returns furnished by the employers and registers maintained by the employers under different labour laws will be finalized and submitted to Ministry of Labour for further action.

### **Improving conciliation services**

3.21 The number of settlements will be increased by 10% over last year by making conciliation more effective. Collective disputes will be handled at various levels. The settlement of an I.D. will be treated as a mission rather than merely a job.

### **Progressive increase in use of E-mail**

3.22 Officers of CIRM will be encouraged to use E-mail in place of fax messages as a measure of improving efficiency of the organisation.

## **EMPLOYEES PARTICIPATION IN MANAGEMENT:**

### **Plan scheme for Education and Training of workers and monitoring/implementation of the scheme of Workers Participation in Management.**

3.23 The education and training of managers and workers are ongoing processes in the development of a participative culture for successful implementation of the scheme on Participation of Workers in Management. The thrust of these training programmes is upon positive role which workers participation in management will play in bringing about an all round improvement in work culture and ensure a peaceful and harmonious industrial relations in the industries.

3.24 During the year 2004-2005, Central Board for Workers Education, Nagpur will conduct 33 training courses to promote Worker's Participation in Management (Two courses at National level and 31 courses at Regional level). The National Level courses will be conducted at the Indian Institute of Workers' Education, Mumbai and Regional Level courses at their Regional Centres. The total proposed cost of the project is Rs.3,99,000/-

### **Trade Unions (Amendment) Act, 2001**

3.25 The Trade Unions Act, 1926 provides provisions for registration of trade unions of employers and workers and in certain respects, it defines the law relating to registered trade unions. It confers legal and corporate status on registered trade unions. The Act is administered by the concerned State Governments.

3.26 The Trade Unions Act, 1926 has been amended and enforced w.e.f. 09.01.2002. The objective of these amendments, in brief, is to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

### **Amendment proposals to the Industrial Disputes Act, 1947**

3.27 The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are: promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes, between employers and employees, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

3.28 Keeping in view the Common Minimum Programme, the amendment proposals in the Industrial Disputes Act, 1947 will be finalized after detailed consultation with social partners.

### **Plantations Labour Act, 1951**

3.29 Amendment proposals in the Plantations Labour Act, 1951 were discussed in the meeting of The Tripartite Industrial committee on Plantation Industry held on 03.04.2002 under the Chairmanship of Labour Minister. In pursuance of the decision taken in the meeting, an Inter-Ministerial committee with the representatives of the Ministries of Commerce, Finance and Labour and State Government of Assam, West Bengal, Kerala and Tamil Nadu was constituted on 05.06.2002 to look into the various issues concerning the plantation sector under the Chairmanship of Additional Secretary, Ministry of Commerce. The Inter-Ministerial Committee has since submitted the Report to the Government. The Report has been circulated to the concerned State Governments / Central Ministries / Departments. Amendment proposals in the Plantation Labour Act, 1951 are under consideration of the Government at present.

## Monitoring of Industrial Relations

3.30 The Labour Relations Monitoring Unit, set up in 1981, monitors the extent of industrial harmony based on the information collected on the number and spatial dispersion of strikes/lockouts, number of workers involved and man days lost, number of units reporting retrenchment and the extent of lay offs.

3.31 The total number of strikes and lockouts decreased from 579 in 2002 to 552 in 2003 thereby showing a decline by 4.7% in 2003. However, workers affected due to these disturbances increased from 1.08 million in 2002 to 1.82 million in 2003 showing a 68.5% rise in 2003. During the period January-September, 2004, a total number of 404 strikes and lockouts have taken place, thereby affecting 1.72 million workers.

3.32 The spatial/industry-wise dispersion of the number of strikes and lockouts and the workers involved/affected as a result of this is not uniform. Among States, West Bengal, Tamil Nadu, Gujarat and Kerala were the most affected. Among the industry groups, textiles, engineering and chemicals recorded the maximum number of strikes and lockouts.

3.33 Man-days lost is a direct measure of the impact of industrial unrest on the workmen. At the aggregate level, man-days lost due to strikes and lockouts have increased by 13.8% in 2003 as compared to 2002. During 2004 (January- September), the man-days lost due to strikes and lockouts were 3.40 million and 10.13 million respectively.

3.34 Most of the industrial unrest, as indicated by the strikes and lockouts, has been primarily related to indiscipline & violence, non-payment of wages & allowances and personnel matters.

## Closure

3.35 The number of units effecting closure, in both the Central and State spheres, decreased to 123 in 2003 as compared to 213 in 2002 and consequently, the workers affected due to this also declined to 8673 from 10025 during 2002. During 2004 (Jan.-Sep.), the number of units closed was 114 and workers affected were 9100.

## Lay-Off

3.36 Lay-off can be defined as the failure, refusal or inability of an employer on account of shortage of power, raw materials, accumulation of stocks or breakdown of machinery or natural calamity or for any other connected reasons, to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. It is usually an indication of the supply side bottlenecks faced by the industrial unit leading to low capacity utilization. The number of units effecting lay-off decreased from 249 in 2002 to 188 in 2003. Consequently, the number of workers affected due to lay-off decreased from 30,030 to 23,554 during the period. During 2004 (Jan-Sep), 108 units have effected lay-off thereby affecting 12,305 workers.

## Retrenchment

3.37 While the number of units reporting retrenchment decreased from 98 during 2002 to 74 in 2003, the number of workers retrenched also decreased from 3875 to 2911 during the same period.

Nearly 88% of the units reporting retrenchment were in the State sphere during 2003. During 2004 (Jan-Sep), 1867 workers have been retrenched in 24 units.

3.38 As per the provisions contained in Chapter V-B of the Industrial Disputes Act, 1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In this Ministry applications are received from CPSUs and other establishments falling in the Central sphere. These applications are examined and a hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues, pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/genuineness of the management's application, a decision as to granting or not granting permission for closure, retrenchment or lay-off is taken. Wherever permission is granted, it is ensured that workers interests are protected, as far as possible.

#### **INDUSTRIAL TRIPARTITE COMMITTEES**

3.39 Several Industrial Tripartite Committees (ITCs) have been constituted with the view to promote the spirit of tripartism. These tripartite bodies aim at deliberating on the industry-specific problems related to workers in the Cotton Textile Industry, Electricity Generation and Distribution, Jute Industry, Road Transport and Engineering Industry. Meetings of the Industrial Tripartite Committees on 'Road Transport', 'Jute Industry' and 'Cotton Textiles Industry' were held on 10<sup>th</sup> April, 25<sup>th</sup> August and 15<sup>th</sup> December, 2003, respectively.

3.40 The Government's proactive role through timely and effective conciliation of industrial disputes and involvement of social partners in the tripartite forums has successfully harmonized the interest of the employers and the workers resulting in a change of attitude from confrontation to that of co-operation.

#### **ADJUDICATION**

3.41 For adjudication of industrial disputes, in respect of which the Central Government is the appropriate Government,

there were 17 Central Government Industrial Tribunals (CGITs)-cum-Labour Courts. Five new CGIT-cum-Labour Courts have been set up at Guwahati, Ahmedabad, Ernakulam (Cochin), Delhi and Chandigarh during the year taking the total number of CGITs to 22. In addition, the Industrial Tribunals-cum-Labour Court set up by the State governments and Union Territories Administrations are also utilized by the Central Government for adjudication of industrial disputes, where no Central Government Industrial Tribunal-cum-Labour Court is set up.

3.42 In order to reduce the pendency of cases, Lok Adalats are being organized by the CGIT-cum-Labour Courts. So far, 787 cases settled.

#### **BOARD OF ARBITRATION (JOINT CONSULTATIVE MACHINERY)**

3.43 The Government of India had introduced in 1966 a Scheme for Joint Consultative Machinery and Compulsory Arbitration for resolving differences between the Government as an employer and the general body of its employees.

3.44 The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave of a class or grade of employees.

3.45 Under the Scheme the Board of Arbitration (JCM) was set up in July, 1968. The Board consists of a Chairman and two other members. The Chairman is a whole time person. The ministry of Labour appoints the other two members at the time of referring the dispute to the Board out of a panel of members both from the Staff Side as well as from the Official Side maintained by it.

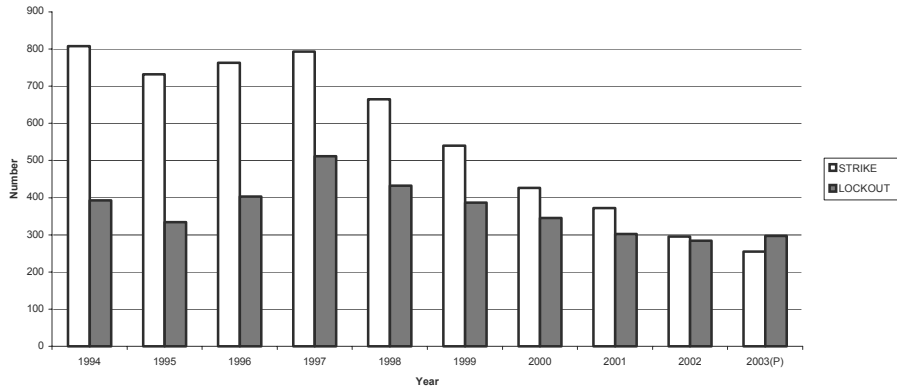
3.46 Till 31<sup>st</sup> December, 2004, 258 cases had been referred to the Board and the Board has disposed of 252 Cases.

STRIKES & LOCKOUTS DUE TO INDUSTRIAL DISPUTES							
YEAR	NO. OF STRIKES & LOCKOUTS						TOTAL
	CENTRAL SPHERE	STATE SPHERE	PUBLIC SECTOR	PRIVATE SECTOR	STRIKE	LOCKOUT	
1994	249	952	316	885	808	393	1201
1995	285	781	343	723	732	334	1066
1996	316	850	381	785	763	403	1166
1997	384	921	448	857	793	512	1305
1998	231	866	283	814	665	432	1097
1999	129	798	165	762	540	387	927
2000	109	662	125	646	426	345	771
2001	115	559	139	535	372	302	674
2002	66	513	63	516	295	284	579
2003(P)	46	506	59	493	255	297	552
2004 (Jan-Sept)(P)	80	324	81	323	189	215	404
WORKERS INVOLVED IN STRIKES & LOCKOUTS (IN THOUSANDS)							
YEAR							TOTAL
	CENTRAL SPHERE	STATE SPHERE	PUBLIC SECTOR	PRIVATE SECTOR	STRIKE	LOCKOUT	
1994	490	356	523	323	626	220	846
1995	700	289	725	264	683	307	990
1996	478	461	606	333	609	331	939
1997	624	358	618	363	637	344	981
1998	955	334	901	388	801	488	1289
1999	549	761	553	758	1099	212	1311
2000	1139	279	1147	271	1044	374	1418
2001	379	308	428	260	489	199	688
2002	360	720	347	733	900	179	1079
2003(P)	1,109	707	1,099	717	1,011	805	1816
2004 (Jan-Sept)(P)	1,357	365	1,339	384	1,587	136	1723
MANDAYS LOST DUE TO STRIKES & LOCKOUTS (IN MILLIONS)							
YEAR							TOTAL
	CENTRAL SPHERE	STATE SPHERE	PUBLIC SECTOR	PRIVATE SECTOR	STRIKE	LOCKOUT	
1994	0.59	20.4	1.32	19.67	6.65	14.33	20.98
1995	3.86	12.43	4.79	11.5	5.72	10.57	16.29
1996	1.2	19.09	3.15	17.13	7.82	12.47	20.28
1997	1.41	15.56	2.18	14.79	6.3	10.68	16.97
1998	7.25	14.81	7.58	14.79	9.35	12.71	22.06
1999	0.87	25.91	1.18	25.61	10.62	16.16	26.79
2000	10.94	18.72	10.68	18.08	11.96	16.80	28.76
2001	1.19	22.57	2.02	21.74	5.56	18.20	23.77
2002	0.83	25.75	0.8	25.78	9.66	16.92	26.58
2003(P)	6.72	23.53	6.86	23.39	3.20	27.04	30.25
2004 (Jan-Sept)(P)	1.36	12.16	1.35	12.18	3.40	10.13	13.53

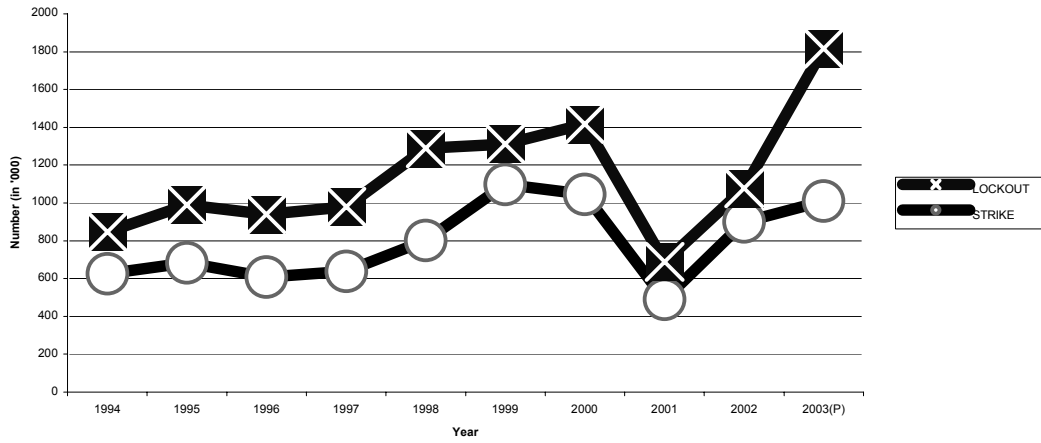
(P) = PROVISIONAL

Source: Labour Bureau, Shimla

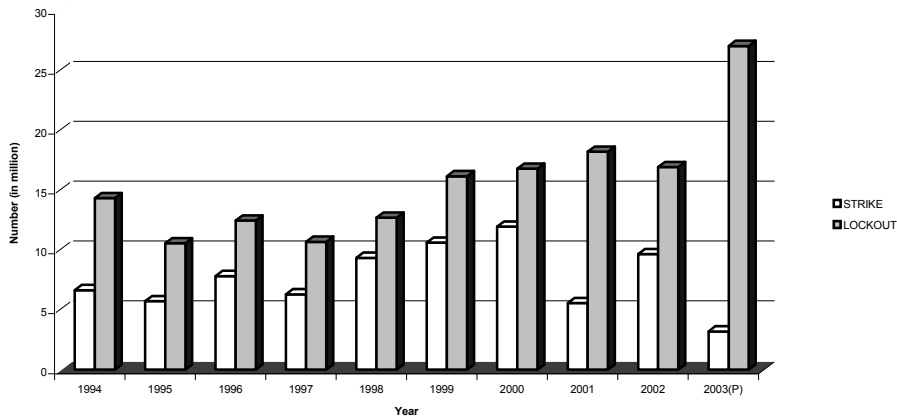
Number of Strikes & Lockouts



No. of workers involved in Strikes & Lockouts



Mandays lost due to Strikes & Lockouts



\*\*\*\*\*