

NATIONAL COMMISSION ON LABOUR

Record of decisions of the 10th meeting of the
National Commission on Labour held on 31st July
and 1st August, 1968 at Bombay

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The 10th meeting of the National Commission on Labour was held in the Syndicate Room, Bombay University, Bombay from 3.00 P.M. to 6.00 P.M. on 31st July, 1968 and from 10.00 A.M. to 11.30 A.M. on 1st August, 1968.

The following were present:-

- | | | |
|-----|-------------------------|---------------------|
| 1. | Dr. P.B. Gajendragadkar | ...Chairman |
| 2. | Dr. Baljit Singh | ...Member |
| 3. | Dr. Bharat Ram | ...Member |
| 4. | Shri S.A. Dange | ...Member |
| 5. | Shri Ramananda Das | ...Member |
| 6. | Shri B.C. Ganguli | ...Member |
| 7. | Shri D.C. Kothari | ...Member |
| 8. | Shri Manohar Kotwal | ...Member |
| 9. | Shri R.K. Malviya | ...Member |
| 10. | Shri P.R. Ramakrishnan | ...Member |
| 11. | Shri G. Ramanujam | ...Member |
| 12. | Shri Raja Ram Shastri | ...Member |
| 13. | Shri Naval H. Tata | ...Member |
| 14. | Shri S.R. Vasavada | ...Member |
| 15. | Shri B.N. Datar | ...Member-Secretary |

Dr. B.N. Ganguli could not attend the meeting.

Item No.1: Confirmation of record of decisions of the ninth meeting.

The record was confirmed.

Item No.2: Progress report of the work done in the Commission since its ninth meeting held at Bhopal on the 5th July, 1968.

The progress was noted.

Item No.3:(i) Revised Sections I and II of the Tentative Approach

(a) Chairman explained that the paper on Approach is not meant to bring out the recommendations of the Commission at this stage. Any suggestion in the paper

which amounts to expression of views should be put in a non-committal manner. The Draft of the approach Paper as settled in the meeting is intended only to provide a broad guideline to the Secretariat for going ahead with its work.

(b) The Secretariat should bring out draft of the material to be incorporated in Chapters 1 to 5, Part I of the Report. This will provide a background for the industry-wise/subject-wise analysis of labour conditions which will follow in later parts. The approach now settled may need, if necessary, a revision in the light of the material to follow. In that sense today's decisions could be tentative but for the Secretariat's work in the coming weeks they are a guideline.

(c) The analysis of Directive Principles of State Policy in the Constitution should not be restricted to articles 39, 41, 42 and 43 as suggested. Other Directive Principles have also a bearing on the work of the Commission.

(d) The Approach Paper will be discussed in a general way without calling it an Approach Paper.

(e) Modifications made by the Drafting Committee in its meeting held on 3rd July, 1968, were accepted subject to further modifications listed below.

- (i) Para 5: In this paragraph the targets of development had been indicated but no analysis had been given about the achievement of these targets. This should also be incorporated.
- (ii) Para 9: First sentence should be recast to read as 'The distributional aspect of consumption has raised many controversies'.
- (iii) Page 7: 13th line from above after 'etc', add 'in such industries vis-a-vis other industries'.
- (iv) Para 11: The statement 'For the present, while accepting that the Commission could recommend constitutional amendments, one may go on the assumption that Commission will not enter into that area ...' should not be categorical. Commission need not commit itself to this view.
- (v) Para 13: Last sentence should be recast to read (Page 11) as 'This is on the assumption that adequacy of the intake on the basis of 1958-59 budgets could also be considered by the Commission'.

The following sentence should be added before concluding para 13: 'Method of collection of data should also be studied'.

- (vi) Para 14: Ninth line from below the word 'theoretically' (Page 11) should be added before 'possible'.

- (vii) Para 15: The word 'informal' should be deleted from the second sentence.
- (viii) Para 17: Page 13 - second line from below 'created' should be replaced by 'faced'.
- (ix) Para 18: The first clause of the first sentence before semi-colon should be recast to read as 'The productivity aspect is admittedly more complicated;'.

In the ninth line the words 'in unskilled operations' should be deleted.

The last clause 'after it of reference' should be deleted.

In this paragraph reference should also be made to nutrition and living conditions and their effect on productivity.

Paragraphs regarding housing should be brought immediately after paragraph 18.

- (x) Para 19: 10th and 11th line from the bottom of page No.14 'appears to be called for', should be replaced by 'needs to be considered'.
- (xi) Para 20: Second line first sentence after 'out' add 'in some industries'.

In 12th & 13th line of the para the clause 'the idea..... the Commission' should be deleted.

- (xii) Para 22: It should be mentioned in this para that the various Labour Welfare Programmes need to be integrated first.

- (xiii) Para 23: The point regarding transfer of more money from Individual consumption to social consumption (collective consumption) should be brought out.

- (xiv) Para 26: The paragraph should be recast as 'In plantations, as a requirement of the Plantations Labour Act, 1951, there has been some progress in housing. The programme of housing labour in plantations as envisaged under the Act should have been completed within 12-15 years after Independence but this has not yet been done. There are even now many sub-standard houses in several Plantations. Reasons as to why better progress was not possible need to be examined.

A new paragraph to be numbered as 26A should be added before the present paragraph number 26A, giving an assessment of industrial housing. The present paragraph 26A should be numbered as 26B.

(xv) Para 27A First sentence should be recast as 'In a few areas, housing provided by the management is alleged to be inaccessible to outsiders without the permission of the management'.

The following sentence should be added after the first sentence: 'Outsiders were not permitted entry into the plantation areas before the passing of the Plantations Act but this restriction has since been removed'.

(xvi) Para 28
(page 20) Ninth line from below after houses, add 'and difficulties in getting reimbursements in Industrial Housing Scheme'.

(xvii) Para 31: Page 22 ninth line from above: 'According to the 1958-59 enquiry' should be added before the 'Industrial worker' and the word 'Industrial' will have a small 'i'.

Following sentence should be added after completion of the above sentence:

"This, however, needs to be examined".

(xviii) Para 32 First two sentences should be replaced by the following sentence: 'On the whole it would be necessary to consider whether it is primarily the responsibility of the employer, the State or the local bodies to provide housing or whether it may be tackled by encouraging cooperative societies or similar institutions in the respective areas/respective industries'.

(xix) Page 22 Line 5 from below 'be below' should be replaced by 'exceed'.

(xx) Para 33: At the beginning of the paragraph add 'Health'. In this paragraph mention should also be made about the effect of managerial efficiency and modern techniques of managements on productivity.

Reward for productivity is usually linked with basic wage and not with dearness allowance which constitutes an important part of the workers' emoluments. It should be examined whether this proves to be a disincentive in worker's effort at improving productivity.

In this paragraph mention should also be made about the wage structure.

Page 24 last line of paragraph 33 add 'satisfactory' before 'guide' in place of 'complete' as added by the Committee.

Before paragraph 34 another paragraph analysing the achievements in the field of rationalisation should be added.

(xxi) Para 34: Page 24 - fifth line from the bottom the sentence beginning with 'This cannot' should begin with the words 'According to employers this cannot'.

At the end of paragraph 34 it should be mentioned that according to employers representatives automation is an extension of the process of rationalisation.

(xxii) Para 34A: This paragraph should begin with 'According to the labour representatives these'.

Page 25 third line from below 'saving' should be deleted.

Page 26 second line from the top, the sentence 'Selective approachanswer' should be recast as 'Whether selective approach towards automation will provide / o an answer is a point which needs to be examined'.

Last sentence of this paragraph 'Equally.. processes' should be deleted.

(xxiii) Para 35: The concept of social security should be broken up into two heads viz., (a) Social Insurance and (b) Social Assistance.

The word pension should be added to gratuity wherever it appears in the paragraphs relating to social security.

Page 26 - eighth line from below after 'plantations' add 'in Assam'.

Forfeitures fund should also be mentioned in this paragraph.

L.I.C. should be asked to give the Commission a note on 'Idea of Integrated Social Insurance'.

(f) The Chairman reiterated that 'Approach Paper' is not intended to be suggestive of Commission's conclusions.

Note on Perspective

(g) The Note on Perspective was then taken up for discussion. It was decided that this note should begin with the Directive Principles of State Policy given in the Constitution. Salient features of the Labour Policy Statements in the Five Year Plans and Tripartite Agreements should also be brought out. It should be analysed as to how far these have been implemented, so far. As for the Approach Paper, all modifications etc. made by the Drafting Committee in its meeting held on 3rd July, 1968 were accepted subject to further modifications as listed below.

inserted

- (i) Page 4: Eighth line the word 'or insider' after
(para iv) 'outsider' by the Steering Committee should be deleted. Ninth line of word 'even' should be deleted. Last sentence of this para should be deleted. Reference to outsiders should either be deleted or be dealt with separately.

Mr. S.A. Dange was against the Commission's discussing the need for training of trade-union workers. According to him this is an internal matter for members of the union.

- (ii) Page 5: Last two sentences should be recast as
para(xiii) "Whether 'more of collective bargaining and less of litigation in labour matters of the future' will change the situation is a matter which Commission will have to consider. The impact of inter-union rivalries on collective bargaining and voluntary arbitration will also have to be considered".

Mr. S.A. Dange felt that the Commission should not discuss the question of union finances.

- (iii) Page 7 This paragraph should be recast; the word
para(xiv) 'fashion' should be avoided.

Last sentence of this para should be deleted.

- (iv) Page 8 The first sentence of this para should
para(xvii) be recast as 'In many cases, experience has shown that managements' as also the labours' attitude is influenced by various extraneous considerations.'

Item No.4: Member-Secretary's letter No.1(25)/68-NCL(C) dated the 8th July, 1968.

(a) The following programme of the Commission's meeting for the month of September and October, 1968 was approved:-

SEPTEMBER 1968:

(b) The Commission will meet in Bombay on 9th, 10th, 11th and 12th September, 1968 to record evidence of some of the Central Organisations of Workers and Employers.

OCTOBER 1968:

(c) The Commission will meet at New Delhi on 4th and 5th October, 1968 to record evidence of the remaining Central Organisations of Workers and Employers.

(d) The Commission will visit Assam for recording evidence of the State Government and other interested organisations/individuals in Shillong on 16th, 17th and 18th October, 1968.

(e) The Committee set up by the Commission should be dissolved because the Committee's work may mean duplication since in any case the matter has to be scrutinised again by Members of the Committee and others in the full Commission meeting.

(f) In the coming months Members will have to devote greater time to the work of the Commission. It will be difficult for the Steering Committee Members to find time for the meetings of the Committee and then again for the Commission's meetings.

(g) In order to keep to the time schedule of presenting the report by March 1969, from November 1968 onwards the Commission's meetings will be held for two days i.e. Saturdays and Sundays every fortnight. If absolutely necessary the Commission will also meet on Mondays. The meetings will be held either in New Delhi or Bombay and two months' notice will be given for each meeting. The timings of the meetings will usually be:

MORNING SESSION

9.30 A.M. to 12.30 P.M.

AFTERNOON SESSION

3.30 P.M. to 5.00 P.M.

(h) The extension of the meeting will depend on the speed with which the material placed before the Commission is cleared. Chairman requested all Members to attend all the meetings. If for any unavoidable reason some member(s) cannot attend a meeting he (they) should send his (their) comments to the Secretariat well before the meeting. This was necessary because it will not be possible to reopen the discussion on a subject once it had been discussed and finalised by the Commission.

(i) The Commission was informed that 27 Study Groups had so far submitted their reports. The Chairman proposed to write a letter to the Chairmen of the various Study Groups who have not yet submitted their reports asking them to submit the same latest by end of September, 1968.

(j) In addition to the names suggested by the Secretariat the following persons should be invited specially for a discussion with the Commission:

1. Shri R.K. Hazari
2. Shri Jyoti Basu
3. Shri Inderjit Sinha
4. Shri Subodh Banerjee
5. Dr. Gyan Chand
6. Shri M.L. Dantwala
7. Dr. Radha Kamal Mukerjee

- 8. Shri Tirpude
- 9. Shri B.S. Moorti
- 10. Shri C. Subramanian

Item 5: Other matters with the permission of the Chair.

- (a) The Approach Paper as revised will form a part of the record of decisions of the meeting.
- (b) Changes in the Note on Perspective as decided in the meeting are for being followed by the Commission's Secretariat.

MORNING SESSION

9.30 A.M. to 12.30 P.M.

• • •

AFTERNOON SESSION

1.30 P.M. to 5.00 P.M.

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(1) The Commission was informed that 27 Study Groups had so far submitted their reports. The Chairman proposed to write a letter to the Chairmen of the various Study Groups who have not yet submitted their reports asking them to submit the same latest by end of September, 1968.

(2) In addition to the names suggested by the Secretariat the following persons should be invited specially for a discussion with the Commission:

- 1. Shri R.K. Mehta
- 2. Shri Jyoti Basu
- 3. Shri Indrajit Sinha
- 4. Shri Subodh Bhanu
- 5. Shri Gyan Chandra
- 6. Shri K.L. ...

Item No. 2: Progress Report of the work done in the Commission since its tenth meeting held at Bombay on July 31 and August 1, 1968.

The progress of action taken on the decisions of the tenth meeting of the Commission held at Bombay on July 31 and August 1, 1968 is given in Annexure 'A'.

2. Visit to State Headquarters and other places since the 9th meeting of the Commission held at Bhopal on 4th July, 1968.

Since the last meeting of the Commission held on July 31st and August 1st, 1968, the Commission visited the following States and Himachal Pradesh:-

<u>S.No.</u>	<u>State/Union Territory visited</u>	<u>Dates of visit</u>
1.	Bhubaneswar Orissa State	August 2-3, 1968.
2.	Simla Himachal Pradesh	August 30-31, 1968.
3.	Shillong Assam State	October 16-17, 1968.

This has completed the Commission's programme of visits to all States and selected Union Territories, except, Andaman and Nicobar Islands, which some Members may visit in November, 1968.

3. Observation Visits.

Chairman and Member Secretary visited some places of industrial importance, details of which are given below. A Member accompanied Member-Secretary during his visit to Jorhat. They visited some industrial plants, villages and tea gardens during these visits:-

<u>S.No.</u>	<u>Place of visit</u>	<u>Visited by</u>	<u>Date of visit</u>
1.	Ludhiana.(Punjab)	Member Secretary	July 14-15, 1968.
2.	Visakhapatnam(A.P.)	Member Secretary	August 5, 7, 1968.
3.	Bangalore(Mysore)	Chairman and Member Secretary	September 24, 1968.
4.	Madras	Chairman	September 25-27, 68.
5.	Kulu Valley(H.P.)	Member Secretary	October 12-13, 1968.
6.	Jorhat(Assam)	A Member and Member Secretary	October 18-19, 1968.

4. The Commission met the Members of Parliament belonging to Jan Sangh and P.S.P. Parties at New Delhi on August 28, 1968. A set of special papers on Trade Unions, Industrial Relations, Wage Policy, Labour in unorganised sector and Labour Administration prepared for discussion with the Members of Parliament was circulated to them. The Commission will meet the Members of Parliament belonging to other parties in December, 1968.

5. Meeting with Central Ministries.

The Commission will meet the Planning Commission, Economic Secretaries, Ministry of Home Affairs and Department of Labour and Employment on 5th and 6th December, 1968, at New Delhi.

6. Meeting with Central Organisations of Workers and Employers.

The Commission met some Central Organisations of Workers and Employers in September - October, 1968 at Bombay and New Delhi. Details are given in Annexure 'B'.

7. Conference.

(i) Conference on Labour Statistics.

The Conference was held at Simla on August 30 and 31, 1968, after its inauguration by the Chairman at New Delhi on August 28, 1968. The proceedings of the Conference were circulated to the Members on September 23, 1968.

(ii) Conference on Agricultural Labour.

It is proposed to hold the Conference at New Delhi on December 23 to 25, 1968. A set of papers prepared for the Conference has been circulated to the Members on October 23, 1968.

8. Seminars.

Shri Ram Centre for Industrial Relations, New Delhi organised its Fourth National Seminar on 'Labour Policy' in collaboration with the Commission at Varanasi from September 25 to 29, 1968. The Commission provided a grant of Rs. 8000/- with the approval of the Government. Some Members of the Commission and about 60 experts participated in the seminar. Fourteen papers specially prepared for the seminar and the reports of some of the Study Groups set up by the Commission were discussed at the seminar under the following heads:-

(i) Social Frame-work of Industrial Relations.

(ii) Purpose and future direction of Labour Legislation.

(iii) Wage policy and institutional frame work of wage determination.

(iv) Fringe benefits, incentives and productivity.

The conclusions of the Seminar are being circulated to the Members.

9. Committees/Study Groups/Working Groups.

Since the tenth meeting of the Commission the following Committees/Study Groups/Working Groups have sent their reports:-

(i) Study Group on Banking Industry.

(ii) Study Group on Construction Industry.

(iii) Regional Working Group on Labour Administration (Northern Region).

(iv) Regional Working Group on Labour Administration (Southern Region).

- (v) Study Group on Sociological aspects of Labour Management Relations.
- (vi) Study Group on Air Transport Industry.
- (vii) Study Group for Sugar.
- (viii) Committee to study the working and service conditions of Sweepers and Scavengers.
- (ix) Study Group for Tribal Labour.
- (x) Study Group on Plantations - Tea.
- (xi) Study Group on Wage Policy.

In all 33 Committees/Study Groups/Working Groups have sent their reports of which 20 reports have been printed and circulated to all concerned. The Chairman has addressed the Chairmen of the remaining Study Groups to send their reports early.

10. Resignation of a Member--
Shri S.A. Dange.

Shri S.A. Dange's letter of resignation of September 17, 1968, was considered by the Commission at its meeting held at New Delhi on October 4, 1968. The resolution (Annexure 'C') adopted by the Commission was sent by the Chairman to the Minister for Labour, Employment and Rehabilitation, suggesting, as was desired by the Commission, that Shri Dange's resignation might be accepted and the vacancy caused by his resignation need not be filled. The Government has accepted his resignation and a copy of the resolution issued by the Department of Labour and Employment on October 14, 1968, is appended (Annexure 'D').

11. Budget.

The Government sanctioned budget grant of Rs. 13,77,600 against the estimates of Rs. 15,97,000 proposed by the Commission for 1968-69. The position was reviewed and revised sanction for Rs. 15,14,200 for 1968-69 has been asked for. This has been necessitated mainly due to setting up of larger number of Committees/Study Groups/Working Groups than those envisaged earlier, visit to most of the States during the current year and other unavoidable expenditure. A token provision of Rs. 2 lakhs has been proposed to the Government for the year 1969-70 as the Commission expects to finalise its report by the end of March, 1969. (The provision is mainly for pay and allowances for officers and staff for the month of March, 1968 which will be met from the budget for the year 1969-70 and other ad-hoc provision for meeting essential requirements.)

12. Progress of Work on the Technical Side.

(1) Draft Report.

Draft Report Part I (Chapters I to VI) have been prepared and circulated to the Members for consideration at the Commission's meeting to be held at New Delhi on November 2 and 3, 1968.

(2) Industry Notes.

The following industry notes have been prepared:-

- | | |
|--|-----------------------|
| (a) Cotton Textile, | (b) Heavy Chemicals, |
| (c) Road Transport, | (d) Air Transport, |
| (e) Fertilizer, | (f) Leather, |
| (g) Oil distribution and oil refining, | (h) Manganese Mining, |
| (i) Contract Labour, | (j) Stone quarries, |
| (k) Rail Transport, | (l) Iron and Steel, |
| (m) Coal Mines, | (n) Port and Docks, |
| (o) Banking and | (p) Cement. |

The following industry notes are in progress:-

- | | |
|------------------------|---------------------------|
| (a) Jute | (b) Mica |
| (c) Newspaper Industry | (d) Paper and Pulp |
| (e) Coffee and | (f) Forest and Fisheries. |

(3) List of Topics.

A list of topics on which short notes are being prepared in the Commission's Secretariat to receive the guidance of Members was circulated to them on September 13, 1968. Specimen notes on 4 of these topics have been circulated to Members. Works on others is in progress.

(4) Mechanical Tabulation.

Out of 693 replies received, 525 have been coded; and the remaining replies are being coded.

(5) Statistics relating to Manufacturing Industry.

All the three volumes of statistics of selected manufacturing industries have been prepared and sent to the Press. Financial statistics published from time to time in the Reserve Bank of India Bulletin are being examined for abstracting suitable statistics for the use of the Commission.

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ANNEXURE 'A'

Progress of action taken on the decisions
of the 10th meeting of the National Commission
on Labour held on 31st July and 1st August, 1968
at Bombay.

<u>Decision</u>	<u>Action taken</u>
Item No. 3:(i) <u>Revised Sections I and II of the Tentative Approach</u>	
(a) Chairman explained that the paper on Approach is not meant to bring out the recommendations of the Commission at this stage. Any suggestion in the paper which amounts to expression of views should be put in a non-committal manner. The Draft of the Approach Paper as settled in the meeting is intended only to provide a broad guideline to the Secretariat for going ahead with its work.	Noted
(b) The Secretariat should bring out draft of the material to be incorporated in Chapters 1 to 5, Part I of the Report. This will provide a background for the industry wise/subject-wise analysis of labour conditions which will follow in later parts. The approach now settled may need, if necessary, a revision in the light of the material to follow. In that sense today's decisions could be tentative but for the Secretariat's work in the coming weeks they are a guideline.	Draft Report Part I (Chapters I to VI) has been prepared and circulated to Members on October 7, 1968.
(c) The analysis of Directive Principles of State Policy in the Constitution should not be restricted to articles 39, 41, 42 and 43 as suggested. Other Directive Principles have also a bearing on the work of the Commission.	A chapter on Directive Principles has been included in the Draft Report-Part I circulated to Members on October 7, 1968.
(d) The Approach Paper will be discussed in a general way without calling it an Approach Paper.	Noted.
(e) Modifications made by the Drafting Committee in its meeting held on 3rd July, 1968, were accepted subject to further modifications listed below.*	The modifications were carried out and the revised paper has been circulated to Members. (please see Item 5 (a) also).
(f) The Chairman reiterated that the 'Approach Paper' is not intended to be suggestive of Commission's conclusions.	Noted.
(g) The Note on Perspective was then taken up for discussion. It was decided that this note should begin with the Directive Principles of State Policy given in the Constitution. Salient features of the Labour Policy Statements in	Action taken is indicated in item 5 (b) below.

Decision

Action taken

the Five Year Plans and Tripartite Agreements should also be brought out. It should be analysed as to how far these have been implemented, so far. As for the Approach Paper, all modifications etc. made by the Drafting Committee in its meeting held on 3rd July, 1968 were accepted subject to further modifications as listed below.*

Item No.4:

- (b) The Commission will meet in Bombay on 9th, 10th, 11th and 12th September, 1968 to record evidence of some of the Central Organisations of Workers and Employers. The Commission met in Bombay from 9th to 11th September, 1968 and recorded evidence of the organisations as mentioned in Annexure D.
- (c) The Commission will meet at New Delhi on 4th and 5th October, 1968 to record evidence of the remaining Central Organisations of Workers and Employers. The Commission met at New Delhi on 4th and 5th October, 1968 and recorded evidence of the organisations mentioned in Annexure D.
- (d) The Commission will visit Assam for recording evidence of the State Govt. and other interested organisations/ individuals in Shillong on 16th, 17th and 18th Oct., 1968. The Commission recorded evidence at Shillong on 16th and 17th Oct., 68.
- (e) The Committee set up by the Commission should be dissolved because the Committee's work may mean duplication since in any case the matter has to be scrutinised again by Members of the Committee and others in the full Commission meeting. Noted
- (f) In the coming months Members will have to devote greater time to the work of the Commission. It will be difficult for the Steering Committee Members to find time for the meetings of the Committee and then again for the Commission's meetings.)
- (g) In order to keep to the time schedule of presenting the report by March 1969, from November 1968 onwards the Commission's meetings will be held for two days i.e. Saturdays and Sundays every fortnight. If absolutely necessary the Commission will also meet on Mondays. The meetings will be held either in New Delhi or Bombay and two months' notice will be given for each meeting. The timings of the meetings will usually be:) The programme of meetings for November and December 1968 prepared on these lines has been circulated to Members on September, 21, 1968.

MORNING SESSION
9.30 A.M. to 12.30 P.M.

AFTERNOON SESSION
3.30 P.M. to 5.00 P.M.

(h) The extension of the meeting will depend on the speed with which the material placed before

Decision

Action taken

the Commission is cleared. Chairman)
requested all Members to attend all)
the meetings. If for any unavoidable)
reason some member (s) cannot attend)
a meeting he (they) should send his)
(their) comments to the Secretariat)
well before the meeting. This was)
necessary, because it will not be)
possible to reopen the discussion on)
a subject once it had been discussed)
and finalised by the Commission.)

(i) The Commission was informed that 27 Study Groups had so far submitted their reports. The Chairman proposed to write a letter to the Chairmen of the various Study Groups who have not yet submitted their reports asking them to submit the same latest by end of September, 1968.

The Chairman addressed D.O. letters to the Chairmen of the Study Groups. Since then some more Study Groups have submitted their reports.

(j) In addition to the names suggested by the Secretariat the following persons should be invited specially for a discussion with the Commission:

Noted.

1. Shri R.K. Hazari
2. Shri Jyoti Basu
3. Shri Inderjit Sinha
4. Shri Subodh Banerjee
5. Dr. Gyan Chand
6. Shri M.L. Dantwala
7. Dr. Radha Kamal Mukerjee
8. Shri Tirpude
9. Shri B.S. Moorti
10. Shri C. Subramanian

Item 5: Other matters with the permission of the Chair.

(a) The Approach Paper as revised will form a part of the record of decisions of the meeting.

Done. This has been circulated to Members with the record of decisions of the tenth meeting.

(b) Changes in the Note on Perspective as decided in the meeting are being followed by the Commission's Secretariat.

Details of Meetings of the Commission with Central Organisations of Workers and Employers in Bombay and New Delhi during September-October, 1968.

B O M B A Y

September 9-11, 1968

<u>Organisation of Workers & Employers, who met the Commission.</u>	<u>Dates on which evidence was recorded.</u>
The All India Manufacturers' Organisation	9th September, 1968.
The Indian Cotton Mills Rederation, Bombay.	9th September, 1968.
Indian National Textile Workers' Federation, Ahmedabad.	10th September, 1968.
Indian National Cement Workers' Federation, Bombay.	10th September, 1968
Co-ordinating Committee of Independent Trade Unions, Bombay.	10th September, 1968
National Institute of Labour Management.	10th September, 1968
* Maharashtra S.T. Workers' Federation, Dhulia.	10th September, 1968.
Bombay Labour Institute Association.	10th September, 1968.
Hind Mazdoor Sabha, Bombay.	11th September, 1968.

N E W D E L H I
October 4-5, 1968

Indian National Trade Union Congress New Delhi.	4th October, 1968
Council of Indian Employers, New Delhi.	5th October, 1968.
National Federation of Indian Railwaymen, New Delhi.	5th October, 1968.
Indian National Iron and Steel Workers' Federation.	5th October, 1968
Indian National Mine Workers' Federation.	5th October, 1968.

i) The All India Trade Union Congress was invited to meet the Commission on 4.10.68 but the organisation desired postponement of the meeting.

ii) All India Railwaymen's Federation was also invited to meet the Commission on 5.10.68 but ~~the~~ no representative of the Federation turned up.

* iii) Maharashtra S.T. Workers' Federation was invited to meet the Commission on 10.9.68 but no representative of the Federation turned up.

Annexure D

The Resolution adopted by the Commission at
its meeting on October 4, 1968 at New Delhi.

The Commission has considered the letter of resignation addressed by one of its members, Mr. S.A. Dange, to the Chairman and Members of the Commission on September 17, 1968. The Commission notes with deep regret that in the course of his resignation, Mr. Dange has cast certain aspersions against the Commission which, in the opinion of the Commission, Mr. Dange knows to be unjustified. Nevertheless, the Commission wishes to place on record its appreciation for the assistance that Mr. Dange gave to the Commission in its work so far.

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34/-

(P. M. Nayak)

Additional Secretary to the Government of India

O R D E R

Ordered that the Resolution be published in the Gazette of India Part I, Section 1.

Ordered also that a copy of the Resolution be communicated to all Ministers/Departments of the Government of India/State Governments/ Administrations of Union Territories and all others concerned.

34/-

(P. M. Nayak)

Additional Secretary to the Government of India

Annexure D

(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART I, SECTION I).

...

No.43/2/68-I&E
Government of India
Ministry of Labour, Employment & Rehabilitation
(Department of Labour & Employment)

Dated New Delhi, the 14th October, 1968.

RESOLUTION

In the Government of India, Ministry of Labour, Employment & Rehabilitation (Department of Labour & Employment) Resolution No.36/14/66-I&E, dated December 24, 1966 published in the Gazette of India Part I, Section I, dated January 7, 1967, Shri S.A. Dange was appointed as a member of the National Commission on Labour. Consequent to his resignation Shri Dange ceased to be a member of the Commission from September 17, 1968.

Sd/-

(P.M. Nayak)

Additional Secretary to the Government of India.

No.43/2/68-I&E.

Dated New Delhi, the 14th Oct., 1968.

O R D E R

Ordered that the Resolution be published in the Gazette of India Part I, Section I.

Ordered also that a copy of the Resolution be communicated to all Ministries/Departments of the Government of India/State Governments/ Administrations of Union Territories and all others concerned.

Sd/-

(P.M. Nayak)

Additional Secretary to the Government of India.

NATIONAL COMMISSION ON LABOUR

Programme of visit to Andaman Islands.

The Commission's programme of meetings at Bombay on November 23 to 25, 1968, has been cancelled.

The following programme of visit to Andaman Islands is for consideration of the Commission.

As was desired by some Members possibility of organising a visit to Andaman Islands in November has been examined. A visit to Andaman Islands upto November 10, 1968, is not practicable as there is only one weekly flight on Monday from Calcutta to Port Blair and return flight on Tuesday from Port Blair to Calcutta. It will give only half a day to Members at Port Blair. A revised schedule of Indian Airlines flights will come into force from November 11 and thereafter there will be two flights each week from Calcutta to Port Blair and back. Accordingly visit to Andaman Islands can be organised as follows:-

NOVEMBER, 1968

Wednesday, 20th.

Departure Calcutta 10.30 hrs. Flight IC-285
Arrival Port Blair 15.30 hrs.

21st to 24th November, 1968, Halt at Andaman Islands.

Monday, 25th.

Departure Port Blair 07.00 hrs. Flight IC-286
Arrival Calcutta 12.15 hrs.

OR

Sunday, 24th.

Departure Calcutta 10.30 hrs. Flight IC-285
Arrival Port Blair 15.30 hrs.

25th to 27th November, 1968, Halt at Andaman Islands.

Thursday, 28th.

Departure Port Blair 07.00 hrs. Flight IC-286
Arrival Calcutta 12.15 hrs

The type of aircraft for above flights is Viscount. These flights pass through Rangoon both ways and stop there for half an hour.

It is for consideration whether programme of visit to Andaman Islands may be organised as above and if so which of the two alternatives is preferred. The office suggests the second alternative.

NATIONAL COMMISSION ON LABOUR

Programme of meetings in December, 1968.

AT NEW DELHI.

Meeting with Central Ministries and
Members of Parliament.

DECEMBER, 1968.

Thursday, 5th.

- | | |
|---------------------------------|--------------------------------|
| (a) <u>Forenoon Session.</u> | <u>10.00 A.M. to 1.00 P.M.</u> |
| All India Trade Union Congress. | 10.00 A.M. to 1.00 P.M. |
| (b) <u>Afternoon Session</u> | <u>3.30 P.M. to 6.00 P.M.</u> |
| (i) Economic Secretaries. | 3.30 P.M. to 5.00 P.M. |
| (ii) Ministry of Home Affairs. | 5.00 P.M. to 6.00 P.M. |

Friday, 6th.

- | | |
|---|--------------------------------|
| (a) <u>Forenoon Session.</u> | <u>9.30 A.M. to 12.30 P.M.</u> |
| Ministry of Labour, Employment & Rehabilitation, (Department of Labour & Employment). | 9.30 A.M. to 12.30 P.M. |
| (b) <u>Afternoon Session.</u> | <u>3.00 P.M. to 5.00 P.M.</u> |
| Ministry of Labour, Employment & Rehabilitation, (Department of Labour & Employment). | 3.00 P.M. to 5.00 P.M. |

Saturday, 7th.

- | | |
|-------------------------------|--------------------------------|
| (a) <u>Forenoon Session.</u> | <u>9.30 A.M. to 12.30 P.M.</u> |
| 1. S.S.P. | 9.30 A.M. to 10.30 A.M. |
| 2. C.P.I. | 10.30 A.M. to 11.30 A.M. |
| 3. C.P.I.(M) | 11.30 A.M. to 12.30 P.M. |
| (b) <u>Afternoon Session.</u> | <u>3.00 P.M. to 5.00 P.M.</u> |
| 1. Congress. | 3.00 P.M. to 4.00 P.M. |
| 2. Swatantra. | 4.00 P.M. to 5.00 P.M. |

Sunday, 8th.

<u>Forenoon Session.</u>	<u>9.30 A.M. to 12.00 Noon.</u>
1. D.M.K.	9.30 A.M. to 10.30 A.M.
2. Independent.	10.30 A.M. to 11.30 A.M.
3. Shri Arjun Arora, M.P.	11.30 A.M. to 12.00 Noon

Note:- The venue of the meetings will be intimated later.

Commission's meetings/meetings with
Planning Commission and some eminent
persons.

Monday, 23rd.	Ø	(i)	Meeting with Planning Commission	
Tuesday, 24th.			on December 24th -	
Wednesday, 25th	Ø	(ii)	3.00 P.M. to 6.00 P.M.	
Thursday, 26th.			Details of Commission's meetings and	
Friday, 27th.				meetings with some eminent persons to
Saturday, 28th.				be settled.

Conference on Agricultural Labour.

Monday, 23rd.

Afternoon Session. 3.00 P.M.

Inauguration by the
Chairman of the Commission.

Tuesday, 24th.

(a) Forenoon Session - 11.00 A.M. to 1.00 P.M.

(b) Afternoon Session - 3.00 P.M. to 5.00 P.M.

Wednesday, 25th.

(a) Forenoon Session. - 11.00 A.M. to 1.00 P.M.

(b) Afternoon Session. - 4.00 P.M. to 5.00 P.M.

Concluding Session.

Prof. V.M. Dandekar, Chairman of the Conference, will present the summary of the proceedings as well as recommendations of the Conference to the Chairman of the Commission.

Note:- The Conference will be held in Commission Room 'H' Second Floor, Vigyan Bhavan, New Delhi.

No. 1(29)/68-NCL(C)
Government of India
National Commission on Labour
D-27, South Extension, Part II
New Delhi

...

Dated the 6th September, 1968.

To

The Chairman and Members of the National
Commission on Labour.

Subject:- Eleventh meeting of the National Commission
on Labour at Bombay - September, 1968.

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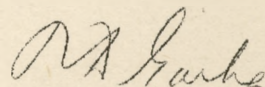
Sir,

I am directed to say that the Eleventh meeting of the Commission will be held in the Committee Room of the Indian Merchants Chamber, Churchgate, Bombay on any one of the dates from 9th to 11th September, 1968, when the Commission will meet there to record evidence of some Organisations of Workers and Employers.

2. The agenda of the meeting and a memorandum on the progress report are enclosed.

3. I am to request that you may kindly make it convenient to attend the meeting.

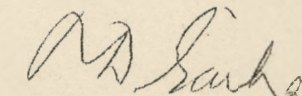
Yours faithfully,



(P.D.Gaiha)
DIRECTOR

Copy with a copy of papers mentioned above forwarded
to:-

- (1) Special Assistant/P.S. to Chairman.
- (2) All Officers and Units including Sub-Office at Bombay and Member-Secretary, Committee on Labour Welfare, 2/3A Asaf Ali Road, Kundan Mansions, New Delhi.



(P.D.Gaiha)
DIRECTOR

AM/

NATIONAL COMMISSION ON LABOUR

ELEVENTH MEETING

Bombay, September 1968.

A G E N D A

1. Progress report of the work done in the Commission since its Tenth meeting held at Bombay on July 31 and August 1, 1968
2. Any other items with permission of the Chairman.

Note:- The record of decisions of the Tenth meeting of the Commission held at Bombay on July 31 and August 1, 1968, was circulated to Members on 5.9.68. This will be taken up for confirmation at the next meeting of the Commission.

Item No.1. Progress Report of the work done in the Commission since its tenth meeting held at Bombay on July 31 and August 1, 1968.

The record of decisions of the tenth meeting of the Commission held on July 31 and August 1, 1968, as approved by the Chairman, were circulated to Members on September 6, 1968.

2. Visit to States Headquarters and other places.

The Commission completed its programme of visit to 15 States, Goa, Delhi Administration and Himachal Pradesh. The remaining State of Assam will be covered from October 16 to 18, 1968. This will complete the recording of evidence in States and Union Territories.

3. Meeting with Members of Parliament.

A set of special papers for discussions with Members of Parliament was prepared and circulated to the Members belonging to Jan Sangh and P.S.P. groups who met the Commission at New Delhi on August 28, 1968. The Commission will meet the Members of Parliament belonging to other parties in November 1968.

4. Conference on Labour Statistics.

The Conference was held at Simla on August 30 and 31, 1968 after its inauguration by the Chairman at New Delhi on August 28, 1968.

During the Commission's visit to Simla some members paid a visit to Labour Bureau, Simla inspected the office and held discussions with the officers.

5. Committees, Study Groups and Working Groups.

Since the Study Group on Newspaper Industry presented its report on July 5, 1968 as was reported to the Commission at its last meeting held on July 31 and August 1, 1968, the following Study Groups have sent in their reports:-

- (1) Study Group on Banking Industry.
- (2) Study Group on Construction Industry.
- (3) Regional Working Group on Labour Administration (Northern Region).
- (4) Regional Working Group on Labour Administration (Southern Region).
- (5) Study Group on Sociological aspects of Labour-Management Relations.
- (6) Study Group on Air Transport Industry.

In all, 28 Committees/Study Groups/Working Groups have sent their reports, of which 13 reports have been printed and circulated to all concerned. The Chairman has addressed P.O. letters to the Chairmen of the remaining Committees and Study Groups to send their reports early.

The Study Group on Cement ran into trouble almost through out its existence. The Member Secretary met the Study Group in an attempt to persuade the members to see if they could get over the difficulties created by their immediate environments and give the Commission their expert advice on what had happened to the industry since Independence and project their thinking into the future. The Group came out with a report in which the first six chapters stated past experience and from then on there were violent differences of opinion. The trade union group and employers group prepared separate material. The former contained some insinuations against the 2nd Wage Board which insinuations the Employers considered as unfortunate.

The report as signed by two trade union members reached the Commission. But even before we heard from employers, the Convenor of the Study Group published his own version in a local daily without consulting the Commission and his Colleagues on the Study Group. There was a protest sent to us by one employer member against this action of the Convenor. Since there was no further meeting ground, the Member Secretary informed the members of the Study Group that no useful purpose could be served by continuing its life and the Study Group was disbanded.

6. Progress of work on the Technical side.

- (1) Mechanical tabulation is nearing completion. Out of 672 replies received, 465 have been coded. 150 replies have not been found fit for being coded and the balance of 57 replies will be coded by the end of the month.

300 of the 465 coded replies have been posted and the balance will be posted by the 20th September.

- (2) Chapters I, II, III and V have been finalised. A note for the preparation of Chapter IV has been submitted. Draft of Chapter VI relating to agricultural labour has also been submitted. Two chapters on perspective and Indian economic situation also are in progress.

- (3) The Technical Wing has completed industry notes as follows:-

- (a) Cotton Textile, (b) Heavy chemicals
- (c) Road Transport, (d) Air Transport,
- (e) Fertilizer, (f) Leather, (g) Oil distribution and oil refining, (h) Manganese Mining,
- (i) Contract Labour, (j) Port and Docks,
- (k) Rail Transport (l) Iron and Steel
- (m) Coal Mines and (n) Stone quarries.

The Technical Wing also prepared five notes for discussion with Members of the Parliament. These include note on unorganised labour, trade union, wage policy, industrial relations and labour administration.

- (4) The following industry notes are in progress:

- (a) Banking, (b) Jute, (c) Mica, (d) Cement,
- (e) Paper and Pulp (f) Coffee and (g) Forest and Fisheries.

- (5) So far as manual tabulation is concerned, 672 replies have been received so far. Unit I has completed manual tabulation of about 600 replies, Unit II, 462, Unit III, 310, Unit IV 300, Unit VI, 600 and Unit VII, 232. As a result of the decision taken to tabulate only important replies and to separate important replies from unimportant ones, the manual tabulation is likely to be completed by the end of the month.

- (6) Two volumes of statistics relating to manufacturing industries have been sent to the Press. The third volume is under preparation and is likely to go to Press by the 20th September. (A note on the Scope of the Statistical Volume is attached.)

A NOTE ON THE DATA COLLECTED DURING
THE CENSUS OF INDIAN MANUFACTURERS
AND ANNUAL SURVEY OF INDUSTRIES.

The National Commission on Labour has to study and report, inter alia, on "levels of workers' earnings, provisions relating to wages, the need for fixation of wages including a national minimum wage and means of increasing productivity including the provision of incentives to workers". To cover a part of the requirement under this head, the Commission has analysed the relevant statistics since Independence. An important source of such serial data is the Census of Indian Manufacturers (CMI)* / and its successor the Annual Survey of Industries (ASI) published annually since 1946. The C.M.I for years 1946-1958 and the A.S.I. for 1959-1964. The Secretariat of the Commission has made an analysis of the data and proposes to bring out Statistics of Selected Manufacturing Industries in three parts. Part I: Statistics of Selected Manufacturing Industries which will consist of the All India data for the period 1946 to 1964 as also data for the industries for which comparable time series are available for the same period. Part II: Data for the industries for which time series are available for the period 1946 to 1958 (the CMI period) and Part III: Statistics for some industries for which time series are available only from 1960 to 1964.

There are three tables for each industry in each State giving (a) Main characteristics, (b) Selected Indicators, and (c) Economic Ratios. In table (a) important data, such as (i) number of registered factories; (ii) coverage in the census/survey; (iii) capital employed (with break up); (iv) employment (with detailed break-up); (v) man-hours worked (with details); (vi) wages, salaries, benefits, etc. (with detailed break-up); (vii) inputs utilised (with break-up); (viii) gross out-put and (ix) value added by manufacture, have been presented. In table (b), index numbers on base 1946 = 100 or 1960 = 100, as the case may be, have been worked out for some of the characteristics presented in table (a). In table (c) some economic ratios, such as average employment per factory, capital employed per worker, man-hours worked per worker, inputs utilised per worker, gross out-put per worker, value added by manufacture per man-hour worked, out-put-capital ratio, out-put-input ratio, percentage of value added by manufacture to gross output and percentages of wages, salaries and benefits to value added by manufacture, are given.

The data presented in the "Statistics of Selected Manufacturing Industries" are subject to some limitations. During the CMI period, factories registered under the Factories Act, 1948 which employ 20 or more workers and using power were covered whereas the ASI covered only those factories employing 50 or more workers with the

* CMI Data are proposed to be published at intervals of three years from 1946 to 1958.

aid of power and 100 or more workers without power. This will introduce a constraint on comparability between years prior to and after 1958. The second limitation, common to both the CMI and ASI, is varying percentage of response over different years. Comparability over time is vitiated especially in those cases where the number of registered factories in a particular industry in a State is small. There have also been some differences in geographical coverage during the period of the CMI. Again, there have been some adjustments in the boundaries of States because of the Reorganisation of States. Another limitation to which these tables are subject, is that no adjustment has been made in the data for price changes over time. These limitations have to be kept in mind while drawing conclusions therefrom.

Table (a) contains the raw data from the CMI and the ASI. Bringing together these data for each industry by States since Independence itself will provide a link for evaluating the growth and work pattern of the industries. More important, however, are the derived data presented in table (b) on trends reflected by index numbers and in table (c) on economic ratios. The index numbers will indicate the direction of change in the matter of growth of the industries, employment, earnings, etc. on the basis of which more intensive studies can be undertaken to discover the underlying factors. The economic ratios will indicate the inter-relationship among some of the major factors of production and how such inter-relationship has changed over time. For example, ratio of wages, salaries and benefits to value added by manufacture will indicate the share of employees in the net output of an industry. The ratio of capital to value of output is again an important economic indicator.

The Secretariat of the Commission is now engaged in preparation of notes on individual industries describing the position and prospects of the workers engaged therein. The health of the industry to a large extent depends on the conditions of the workers there. The data compiled in the "Statistics of Selected Manufacturing Industries" will, in a general way, portray the health of the industry and it will help the Commission to judge the condition of workers against that background.