

अखिल भारतीय ट्रेड यूनियन कांग्रेस
ALL-INDIA TRADE UNION CONGRESS
4, ASHOK ROAD, NEW DELHI.

File No. 174-A

SUBJECT Conference of Labour Research
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1960

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174-B

November 25, 1960

Shri R.C. Saksena,
Under Secretary to the Govt: of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Labour Research - appointment of a Central
Committee in pursuance of the recommendations
of the Conference on Labour Research held on
22nd September, 1960.

Dear Sir,

This has reference to your letter No.39/2/60-
LWI-II, dated 19th November, 1960, on the above sub-
ject and enclosed therewith a copy of the conclusions
of the Conference on Labour Research.

The All India Trade Union Congress welcomes
the constitution of the proposed Central Committee
on Labour Research.

On the question of setting up an institute or
a society to undertake research our representatives
will express their views on the forthcoming Standing
Labour Committee.

Yours faithfully,

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(K.G. Sriwastava)
Secretary

No.39/2/60-LWI-II.
Government of India
Ministry of Labour & Employment.

From

Shri R.C. Saksena,
Under Secretary to the Govt. of India.

To

Dated New Delhi, the

19 NOV 1960

Subject: Labour Research - appointment of a Central Committee in pursuance of the recommendations of the Conference on Labour Research held on 22nd September, 1960.

Sir,

I am directed to say that, as you are perhaps aware, a Conference on Labour Research was held in September, 1960 to consider the agencies which might be utilised for organising coordinated and purposeful research, and the subjects on which research should be conducted during the Third Plan period. The Conference considered inter alia whether there should be a Central Agency for co-ordination and promotion of research on labour subjects, and had a preliminary exchange of views on the question of setting up an institute or a society, on a foundation basis, which along with other activities, might directly undertake research work in the labour field. A copy of the conclusions of the Conference is attached.

2. It will be seen from the conclusions that the Conference recommended that a small Central Committee on labour research should be constituted, which should be composed of the representatives of the Government, employers' and workers' organisations, Universities and Institutions interested in the subject.

3. It is proposed that the said Committee be constituted with the following composition:-

CENTRAL GOVERNMENT:

Four nominees of the Central Government representing (1) Cabinet Secretariat, (2) Ministry of Commerce and Industry, (3) Ministry of Finance, Department of Economic Affairs, and (4) Planning Commission. The Labour Minister will be the Chairman of the Committee.

STATE GOVERNMENTS:

The Governments of West Bengal, Madras, Bihar and Maharashtra nominate one representative each.

EMPLOYERS' ORGANISATIONS:

Four seats to be distributed among the following organisations:

- (1) Employers' Federation of India, Bombay.
- (2) All India Organisation of Industrial Employers' New Delhi.
- (3) All India Manufacturers Organisation, Bombay.

WORKERS ORGANISATIONS:

Four seats to be distributed among:

- (1) Indian National Trade Union Congress, New Delhi.
- (2) All India Trade Union Congress, New Delhi.
- (3) Hind Mazdoor Sabha, Bombay.

. . .2

6. The General Secretary,
The All India Trade Union Congress,
4, Ashok Road, New Delhi.

UNIVERSITIES: .

The following universities send one nominee each:-

- (1) University of Bombay.
- (2) Calcutta University, Calcutta.
- (3) Lucknow University, Lucknow.
- (4) University of Delhi, Delhi.

OTHER INSTITUTIONS: One seat each be allotted to the following institutions:

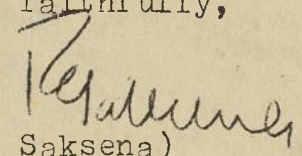
- (1) Tata Institute of Social Sciences, Bombay.
- (2) Ahmedabad Textile Industry Research Association, Ahmedabad.
- (3) Indian Institute of Business Management and Social Welfare, Calcutta.
- (4) National Council of Applied Economic Research, New Delhi.

The Committee would thus consist of 24 Members with the Minister of Labour and Employment as Chairman. A Deputy Secretary of the Ministry of Labour and Employment would be Secretary of the Committee.

4. The Government of India will be glad if you will kindly forward your views on the above proposals by the 15th December, 1960 at the latest. If no comments are received by that date, it would be presumed that you have no comments to offer.

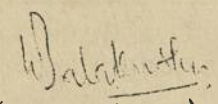
5. With regard to the question of setting up of an Institute or Society, there was only a preliminary exchange of views at the Conference and the subject would require further discussion in a representative tripartite Conference. It is proposed to place the question before the next meeting of the Standing Labour Committee.

Yours faithfully,


(R.C. Saksena)
Under Secretary.

Copy forwarded for information to :-

1. Director Labour Bureau, Simla.
2. Chief Adviser Factories, New Delhi.
3. Research Division and L.C. Sections.


(K.B. Iyer)
Section Officer.

'D.A.Refd.to'
J.S.17/11/60.

Conclusions of the Conference on Labour Research
(New Delhi, September 22, 1960).

The Conference on Labour Research met at Vigyan Bhawan, New Delhi on September 22, 1960 at 11 A.M. with Shri G.L. Nanda, Union Minister of Labour and Employment, in the chair.

In his opening remarks, the Chairman referred to the inadequacy of reliable data on labour matters available at present, though it was essential to have such data for formulation of a long-term labour policy as also for tackling particular problems. There were various agencies - official as well as non-official - engaged in carrying out research in the labour field. But this was often being done on an ad hoc basis. There was also lack of co-ordination. What was needed was sustained research on a systematic basis, and complete objectivity in conducting such research. Some organisational arrangements for this purpose were very necessary.

After some preliminary discussions, the Chairman explained that there were in fact, two separate questions before the Conference. The first was whether there should be a central agency for co-ordination and promotion of research on labour subjects. Secondly, thought may also be given to the setting up on a foundation basis, of an Institute or Society which, along with other activities, might directly undertake research work in the labour field.

It was agreed that, to begin with, a small Central Committee on Labour Research should be constituted. It should be composed of representatives of Government and employers' and workers' organisations, universities and institutions interested in the subject. Its main function would be to make a survey of the existing agencies in the field and their resources, identify the gaps, explore possibilities of filling the gaps, determine priorities, allocate research schemes to the various agencies in order to avoid overlapping, stimulate research work in the labour field and recommend means of utilisation of the results of such research. It was decided that the Ministry of Labour and Employment would take necessary steps for the constitution of such a Committee.

As regards the question of setting up an Institute or a Society there was only a preliminary exchange of views and no final decision was taken. In any case the subject would require further discussion in a representative Tripartite Conference.

- - - - -

27 OCT 1960

9. Shri M.K. Pandhe,
All-India Trade Union Congree,
4, Ashok Road, New Delhi.

17th A

No.LWI-II-39-1(60).
Government of India
Ministry of Labour & Employment.

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From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

Dated New Delhi, the

26 OCT 1960

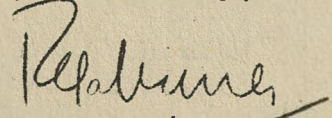
Subject:-Conclusions of the Conference on Labour Research -
New Delhi - 22nd September, 1960.

- - -

Sir,

I am directed to forward herewith a copy of the Conclusion
reached at the Conference on Labour Research held at
New Delhi on the 22nd September, 1960.

Yours faithfully,



(R.C. Saksena)
Under Secretary.

Copy with a copy of the enclosure forwarded to:-

R.C. Saksena

(R.C. Saksena)
Under Secretary.

Copy with a copy of the enclosure forwarded to:-

1. P.S. to L.M.
2. P.S. to D.L.M.
3. P.S. to D.L.M.(E).
4. P.S. to Secretary.
5. P.A.s to J.S.(G) and J.S.(E).
6. P.A. to L.E.A.
7. All Deputy Secretaries.
8. A.E.A.
9. Assistant Labour & Employment Adviser.
10. Research Division.
11. U.S.(E&P).
12. Information Officer (Shri I.P.Tewari).
13. Dr.S.T. Merani, Labour Attache,
Consulate General of India, Geneva.

R.C. Saksena

(R.C. Saksena)
Under Secretary.

'D.A.Refd.to'
J.S.21/10/60.

Conclusions of the Conference on Labour Research
(New Delhi, September 22, 1960)

The Conference on Labour Research met at Vigyan Bhawan, New Delhi on September 22, 1960 at 11 A.M. with Shri G.L. Nanda, Union Minister of Labour and Employment, in the chair. A list of the persons attending the conference is attached.

In his opening remarks, the Chairman referred to the inadequacy of reliable data on labour matters available at present, though it was essential to have such data for formulation of a long-term labour policy as also for tackling particular problems. There were various agencies - official as well as non-official - engaged in carrying out research in the labour field. But this was often being done on an ad hoc basis. There was also lack of co-ordination. What was needed was sustained research on a systematic basis, and complete objectivity in conducting such research. Some organisational arrangements for this purpose were very necessary.

After some preliminary discussions, the Chairman explained that there were in fact, two separate questions before the Conference. The first was whether there should be a central agency for co-ordination and promotion of research on labour subjects. Secondly, thought may also be given to the setting up, on a foundation basis, of an Institute or Society which, along with other activities, might directly undertake research work in the labour field.

It was agreed that, to begin with, a small Central Committee on Labour Research should be constituted. It should be composed of representatives of Government and employers' and workers' organisations, universities and institutions interested in the subject. Its main function would be to make a survey of the existing agencies in the field and their resources, identify the gaps, explore possibilities of filling the gaps, determine priorities,

allocate research schemes to the various agencies in order to avoid overlapping, stimulate research work in the labour field and recommend means of utilisation of the results of such research. It was decided that the Ministry of Labour and Employment would take necessary steps for the constitution of such a Committee.

As regards the question of setting up an Institute or a Society there was only a preliminary exchange of views and no final decision was taken. In any case the subject would require further discussion in a representative Tripartite Conference.

List of persons who attended the Conference
on Labour Research - New Delhi - 22nd
September, 1960.

CENTRAL GOVERNMENT

Ministry of Labour & Employment

1. Shri G.L. Nanda,
Minister for Labour & Employment
and Planning CHAIRMAN
2. Shri Abid Ali,
Deputy Minister for Labour.
3. Shri L.N. Mishra,
Deputy Minister for Labour and Employment
& Planning.
4. Shri P.M. Menon, I. C. S., Secretary.
5. Shri K.N. Subramanian, I. C. S.,
Joint Secretary.
6. Shri R.L. Mehta, I. A. S.,
Joint Secretary.
7. Shri B.N. Datar,
Labour & Employment Adviser.
8. Shri Teja Singh Sahni,
Deputy Secretary.
9. Dr. B.K. Bhattacharya, I. A. S.,
Deputy Secretary.
10. Shri S.P. Mukerjee,
Chief Labour Commissioner
11. Dr. B.R. Seth,
Deputy Secretary.
12. Shri N.S. Mankiker,
Chief Adviser, Factories.
13. Dr. A.M. Lorenzo,
Director, Labour Bureau, Simla.
14. Dr. S.B.L. Nigam,
Assistant Economic Adviser.
15. Shri B.N. Chakravarty,
Assistant Labour & Employment Adviser.
16. Shri Kumar Dev,
Press Information Officer.
17. Shri O. Venkatachalam,
Deputy Chief Labour Commissioner.
18. Shri K.D. Hajela,
Under Secretary.
19. Shri R.V. Mathai,
Chief Research Officer.

Cabinet Secretariat

20. Shri S.K. Bose,
Joint Director,
Central Statistical Organisation,
21. Shri M.V.S. Rao,
Assistant Director,
Central Statistical Organisation,

Ministry of Commerce & Industry

22. Shri B. Sitaraman,
Assistant Economic Adviser.

Ministry of Finance

23. Shri M.R. Shroff,
Senior Research Officer,
Department of Economic Affairs.

Planning Commission

24. Dr.D.K. Malhotra,
Joint Secretary.

STATE GOVERNMENTS

Maharashtra

25. Shri D.G. Kale,
Deputy Commissioner of Labour.

West Bengal

26. Shri S.M. Bhattacharji, I.A.S.,
Joint Secretary, Labour Department.

Uttar Pradesh

27. Shri S.P. Pande,
Deputy Secretary,
Labour Department.

EMPLOYERS

All-India Organisation of Industrial Employers

28. Shri P. Chentsal Rao,
Secretary, All-India Organisation
of Industrial Employers,
'Federation House', First Floor,
Barakhamba Road, New Delhi.

Employers' Federation of India

29. Shri Y.S. Pandit,
C/O Tata Industries,
Bruce Street, Fort, Bombay.

All-India Manufacturers' Organisation

30. Shri K.N. Bhide,
All-India Manufacturers' Organisation,
"Woodlands", Peddar Road, Bombay-26.

All-India Organisation of Industrial Employers

31. Shri S.D. Mehta,
Economic Adviser,
Delhi Cloth and General Mills, Delhi.

WORKERS

Indian National Trade Union Congress

32. Shri G.D. Ambekar,
General Secretary,
Rashtriya Mill Mazdoor Sangh,
Mazdoor Manzil, 25, Govt. Gate Road,
Parel, Bombay.

All-India Trade Union Congress

33. Shri M.K. Pandhe,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Hind Mazdoor Sabha

34. Shri Rohit Dave,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road,
Bombay.

United Trades Union Congress

35. Shri Srikantan Nair,
President, United Trades Union Congress,
C/O Kaumudi Dailes, Pettash,
P.O. Trivandrum.

REPRESENTATIVES OF RESEARCH INSTITUTIONS

36. Dr.M.V. Divatia, M.A.,
Director, National Council of Applied
Economic Research, Bombay Mutual Building,
Parliament Street, New Delhi.
37. Dr. S.D. Punekar,
Tata Institute of Social Sciences,
Chembur, Bombay-28.
38. Dr.D.K. Sanyal,
Director, Indian Institute of Business
Management and Social Welfare,
College Square, West Calcutta-7.
39. Shri C.L. Revri,
Xavier Labour Relations Institute,
Post Box No.47, Jamshedpur.

UNIVERSITY PROFESSORS.

40. Dr. Baljit Singh,
Head of the Department of Economics,
Lucknow University, Lucknow.
41. Shri K.N. Vaid,
Delhi School of Social Work,
Delhi.

I.L.O. (INDIA BRANCH)

42. Shri V.K.R. Menon,
Director, International Labour Office,
India Branch, New Delhi.

O T H E R S

43. Dr. Sundari Vasvani,
N.C. Corporation (Prt) Ltd.,
Stadium House, 3rd Floor,
81-83, Veer Nariman Road,
Bombay-1.
44. Mr. John R. Coleman,
Consultant on Industries Relations Research,
The Ford Foundation,
32, Ferozshah Road, New Delhi.

174-A

No. LBH-I(3)/60
Government of India
Ministry of Labour & Employment
Labour Bureau

Kennedy House, Simla -4.
Dated the 27th September, 1960.
the 5th Asvina, 1882(Saka)

From

The Director,
Labour Bureau,
Simla.

To

The General Secretary,
All India Trade Union Congress,
R.L. Trust Building,
55, Girgaon Road,
Bombay - 4.

Subject: Note on organisations engaged in
research on labour problems.

Sir,

Kindly refer to this office letter
of even number, dated the 7th September, 1960,
on the above subject, and expedite the supply
of information asked for therein.

Yours faithfully,
K. Srikantan
(K. Srikantan)
for Director.

A suggestion that a foundation or a society for the advancement of labour might be set up to undertake research aimed at improving the condition of labour, was made here today by the Union Labour Minister, Shri Gulzari Lal Nanda. Such a body, he said, should be on an independent footing, free from party interests, and it should consist of persons who were not spokesmen or representatives of any section of workers or employers.

Shri Nanda was addressing a Conference, convened by the Labour Ministry, to consider the question of removing deficiencies in existing labour statistics and coordinating research in labour matters conducted by various agencies.

He said that they were handicapped in arriving at dependable conclusions because of the inadequacy of data and information relating to labour matters. They had to deal with various issues -- wage determination, formulation of labour policies etc. -- which came up from time to time and they felt that the data they had did not throw enough light to enable them to take proper decisions or to move forward with the confidence that they had all the knowledge they should reasonably have for making up their minds.

Therefore, Shri Nanda said it was of the utmost importance that they took adequate steps to fill the gaps in the information and data they already had, to chalk out a programme of sustained research for the future, to coordinate the research work of the existing agencies and, finally, to stimulate interest in research. They had to coordinate research both in terms of talent, personnel and material resources; there should be no overlapping. Shri Nanda emphasised that purposeful research programmes should be initiated so that results came in in large measure, within a period of time.

Later, the Conference agreed that a Central Committee on Labour Research should be set up to (a) survey the work that is being done by existing agencies and to help them to intensify their activities; (b) take measures to stimulate and develop research; (c) lay down priorities in regard to future research programme and (d) ensure proper coordination of labour research work and effective dissemination of the results of such research.

The Conference was attended by representatives of the Central Employers' and Workers' organisations, some of the Central Ministries and State Governments and research institutions and university teachers.

New Delhi,
September 22, 1960.

26 AUG 1960

174-A

NO.LC-10(44)/60....
Government of India
Ministry of Labour & Employment
....

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

As per list attached.

Dated New Delhi, the 25th August '60.

Subject:- Conference on Labour Research - New
Delhi - September, 1960.

Sir,

I am directed to say that it is proposed to convene a Conference to discuss the subject of research on labour matters and also to draw up a programme for research work, in Vigyan Bhavan, New Delhi on the 22nd September, 1960. The Conference will commence at 11 A.M. A paper on the subject is being prepared and will be sent to you separately. It is requested that you may kindly make it convenient to attend the Conference.

All-India Trade Union Congress

18. Shri S.A. Dange, M.P.,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Yours faithfully,

R.C. Saksena
(R.C. Saksena)
Under Secretary.

Shri M.K. Pandhe,
4-Ashok Road, New Delhi.

174-A

Immediate.

No.L.C.10(44)/60
Government of India
Ministry of Labour & Employment

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

As per list attached.

Dated New Delhi, the 8th Sept.'60.

Subject:- Conference on Labour Research - New Delhi -
22nd September, 1960.

Sir,

In continuation of this Ministry's letter dated the 25th August 1960, I am directed to say that the Conference on Labour Research will be held in the Committee Room 'E', first floor, Vigyan Bhavan. As already intimated, the Conference will open at 11 A.M. on the 22nd September 1960. A paper on the subject is enclosed.

Yours Faithfully,

R.C. Saksena
(R.C. Saksena)
Under Secretary.

CONFERENCE ON RESEARCH

(New Delhi 22nd September 1960)

MEMORANDUM ON RESEARCH IN LABOUR MATTERS

The need for framing policies on sound empirical research in the field of human relations in industry needs little justification. It arises from the essential complexity of individual contact and the mass phenomena resulting from group contacts in the modern industrial society. There is now a growing conviction that such factors as capital accumulation and technological progress constitute at best only partial determinants of economic development. The human and institutional factors are of no less significance. As an eminent author points out " if capital investment and material technology are pushed energetically in an under-developed country while little or no attention is given to the promotion of appropriate social and psychological change - i.e. to the more specifically human side of development - the result is likely to be a failure of the development process to 'take' and become self-generating". Sound and successful labour policies - either of management or of Government - must, therefore, be based on an insight and full knowledge of human behaviour in industry; these are matters which require intensified and continuous research in the light of changing social and industrial conditions.

Considerable emphasis is now being placed in many countries on a planned study of human relations in industry. Organised research in labour problems is being conducted in several countries through independent institutions like universities, modern societies, privately organised or endowed research institutions, associations of personnel managers, research departments of trade unions etc. In a number of countries, special departments, schools or centres have been set up for conducting labour research, labour education, etc. Thus, in United Kingdom two separate committees have been set up: (i) on human relations in industry, and (ii) on individual efficiency in industry, to build up progressively over a period of time a programme of research. In Japan, a separate institute called the 'Japan Labour Institute' has been set up, under a Government statute, to organise studies and research in labour problems. In India, however, very little attention has been paid by independent agencies towards organised research on labour problems. Most of the research work has so far remained confined to Government agencies like the National Sample Survey Organisation, Labour Bureau of the Ministry of Labour and the State Statistical and Labour Departments.

Recognising the need for independent research, the Ministry of Labour and Employment requested the Research Programmes Committee of the Planning Commission sometime ago to sponsor research on some important labour problems which could help the Ministry in framing policies and programmes on the basis of empirical data. The subjects for research which have been accepted by the Research Programmes Committee and on some of which the work has started are as follows:-

- 1) Case studies of industrial relations in selected industrial units;
- 2) Studies of incentive schemes and methods of wage payments in different industries;
- 3) Non-wage benefits in different industries;
- 4) wage patterns within an industry or area; and
- 5) Evaluation of impact of rationalisation, automation and modernisation on the work, attitudes and earnings of workers in selected industries.

The research that would be done through the Research Programmes Committee would, no doubt, be of considerable value but it will, in essence, remain of an ad hoc nature. It will hardly be able to fulfil the need for organising systematic and co-ordinated collection and analysis of information on labour and social problems. The Ministry of Labour and Employment have, therefore, a proposal under their consideration for setting up along with the Central Labour Institute a Central Labour Research Organisation for this purpose. The main objectives of this Organisation will be to:-

- i) conduct research in the various aspects of labour economics with a view to evolving guiding principles and norms for formulations of policy;
- ii) conduct research into labour problems of current interest;
- iii) suggest ways and means to remove the defects in the existing labour statistics;
- iv) conduct empirical research in certain aspects of labour problems with a view to ensuring a more effective and efficient administration of labour policies;
- v) co-ordinate research on labour matters being conducted by other agencies;
- vi) collect literature, disseminate information and offer advice on current labour problems

To enable the Conference to offer its suggestions on the type of and subjects on which research on labour problems may be conducted during the Third Plan period either by the proposed Central Labour Research Organisation or by Government departments; it is desirable to mention, in brief, the subjects on which information is either being collected at present or is proposed to be collected during the Third Plan period by the Labour Bureau Simla and by other Government departments.

During the Second Plan period, the Labour Bureau has conducted a Wage Census whose results are expected to be published shortly. A Working Class Family Living Survey has also been conducted in 50 industrial centres with a view to constructing a more representative and up-to-date cost of living index. Surveys of labour conditions in 10 industries have also started recently. The study of productivity indices has not made much headway because of complexity of factors involved. It is hoped that with the setting up of the Central Labour Institute at Bombay, productivity studies will make headway. A second Agricultural Labour Enquiry has also been conducted during the Second Plan period and its main results are expected to be published shortly. Some other ad hoc studies conducted by the Labour Bureau are, employment of women in industry, absenteeism pattern in coal mining industry, extent of contract labour in certain industries, etc.

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During the Third Plan period, the Labour Bureau's programme of research covers the following subjects:-

The following subjects:-

- 1) Family Budget Enquiries in some additional centres.
- 2) Third Agricultural Labour Enquiry.
- 3) Wage Indices for Agricultural Workers.
- 4) A Second Wage Census.
- 5) Survey of Labour Conditions in about 50 Industries.
- 6) Productivity Indices.
- 7) Indebtedness among industrial workers.
- 8) Operational research on the basis of data collected through Family Living Surveys, e.g., Compilation of Indices of Comparative Costliness, derivation of consumption scales, study of changes in the level of living of the Working Class.

The Third Plan programme of the Evaluation and Implementation Division of the Ministry of Labour and Employment includes the following studies with a view to evaluating the working and usefulness of different labour policies and programmes

- 1) Review of the working of the Minimum Wages Act in certain industries;
- 2) Review of the extent of non-implementation of the provisions of the Factories Act and other important enactments in certain areas or in certain industries.
- 3) Study of the working of industrial relations machinery in some selected undertakings in the Public Sector.
- 4) Study of industrial relations in coal mines in certain selected areas.
- 5) Evaluation of the working of the Code of Discipline in the Central and State spheres.
- 6) Study of the working of the Scheme of Workers' Participation in management in some selected undertakings.
- 7) Assessment of the achievements of the Workers' Education Scheme in certain areas.

The Central Labour Institute under the Chief Adviser of Factories, when fully set up, will also be conducting studies on labour productivity, industrial psychology, safety, health and hygiene.

The above programme touches only a fringe of the problem. There are several subjects on which little attention has been paid so far. On some other subjects, e.g., Wages and Employment,

the work so far done has been the bringing together of the limited data that are available and seeing if consistent interpretation of these is possible; but there is considerable scope for work by an independent organisation. The field of labour economics in India has not received adequate attention at the hands of independent agencies; the consequent dearth of reliable and up-to-date data makes the task of administration difficult in formulating labour policies on a scientific basis. The proposed Central Research Organisation will, it is hoped, go a long way in filling this gap.

The views of the Conference are invited on:

- 1) The agencies which may be utilised for organising co-ordinated and purposeful research.
- 2) Subjects on which research should be conducted during the Third Plan period. A list of subjects on which information be fruitfully collected is enclosed for the consideration of the Committee. This list is illustrative and not exhaustive. (Appendix - I)

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APPENDIX I.

List of subjects for Research

I. Wages:

1. Analysis of wage patterns within an industry or in an area.
2. Comparative studies of wages in certain selected industries/undertakings in the public and private sectors.
3. Study of labour costs in different industries.
4. Non-wage benefits (statutory as well as non-statutory) in different industries.
5. Movement of wage differentials of skilled and unskilled workers within an industry as well as in homogeneous occupations.
6. Study of minimum wages in different industries and in different areas.
7. Study of incentive schemes and methods of wage payment in different industries.
8. Study of relationship between real wages, out-put and prices on regional or industry-wise basis.
9. Movement of wages, productivity and prices in some organised industries.
10. Evaluation of "ability to pay" in important industries.
11. The influence of labour mobility on determination of wage-rates.

II. Employment:

1. Employment trends in different industries and in different regions or areas.
2. Unemployment surveys in important urban areas.
3. Problems of closure in different industries, their causes and remedies.
4. Pre-employment training in relation to their influence on earnings.

III. Industrial relations:

1. Case-studies of industrial relations in selected industrial units.
2. Evaluation of impact of rationalisation, automation and modernisation on the work, attitude and earnings of workers in selected industries.
3. Socio-economic surveys of working and living conditions in certain industries or certain selected occupations.
4. Study of employers' and Workers' organisations and assessments of their roles in the growth of healthy and sound industrial relations.
5. Study of the working of Works Committees or Joint Councils in selected units or industries.

IV. Miscellaneous:

1. Absenteeism and labour turn-over in different industries.
2. Extent of indebtedness and sociological problems of industrial workers in selected industrial towns.
3. Studies relating to work and income pattern of agricultural workers in selected areas.
4. Evaluation of impact of labour welfare programmes of Government, Employers' Workers' organizations, Social Organizations etc.,
5. Extent of urbanisation of labour force in Industry.
6. Evaluation of industrial housing facilities in selected industrial towns and their impact on workers' efficiency etc.
7. Extent of permanent, temporary and casual labour in selected industries.

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- working of various labour Acts.
 - Retrenchment, Dismissals.
 - Delays in publishing and preparing reports.
 - The new research institute should be autonomous body.
 - Publication of Bibliography.
 - Research work to be ~~also~~ conducted by T.V.s with Govt assistance. Hanumanth Sarathi. N.M. Joshi Memorial School & Trade Unions.
- Trade Unions paid insufficient attempt,

Indrajit Gupta

MEMBER
LOK SABHA

Office : 64A, Lower Circular Rd. Cal-16
Phone : 44-5999

Residence : 15, Dover Road, Calcutta-19
Phone : 47-3237

17/9/60.

Dear Com. Pandhe,

You are our representative at the meetings on 21st & 22nd (?) on Wages & Labour research. I meant to discuss a certain problem re: this with you before leaving Delhi but forgot to do so. Hence this letter.

A Working Class Family Living Survey for 50 factory, mining, & plantation centres, & a Middle Class Employees Survey for 45 centres was conducted by the NSS & the Indian Statistical Institute (ISI) under the auspices of the Labour Ministry. My information is that the field work for these surveys was completed a year ago. But nothing has emerged because the final responsibility for processing the collected data belongs to the ISI, whose Director (P.C. Mahalanobis) is not at all interested in the progress of the work.

He is running a racket of his

own, extracting concessions from the Govt. & publishing his own papers from the data of these surveys. In July 1959, Nanda called a meeting to check-up the progress of the Working Class Survey & invited the ISI, but Mahalanobis boycotted the meeting. He has distributed the processing work of these surveys in 3 places - Delhi, Brijidh & Baranagar - which is bound to cause further delay. The original promise was that final results would be submitted within 6 months of completion of the field work. But now over a year has passed & nothing has been done.

You may try to raise the question of these surveys as an urgent requirement without which all Commissions, Tribunals, Wage Boards, etc. are severely handicapped. Try to find out what the position is & what the Ministry intends to do. Try to commit them to some dead-line. But you need not mention Mahalanobis directly - just hint tactfully at the delay by ISI & demand a probe.

freely.

If.

SEATING CHART - CONFERENCE ON LABOUR RESEARCH- NEW DELHI- 22ND SEPTEMBER, 1960.

	Prof. M.V. Mathur (Rajputana University)	Dr. Baljit Singh (Lucknow University)	Shri K.N. Vaid (Delhi School of Social Welf)	Shri S.K. Bose (Central Statistical Orgn)	Shri M.V.S. Rao (C.S.O.)	Dr. D.K. Malhotra (Planning Commission)	Shri M.R. Shroff (Fin. Ministry)	Shri V. K. Ramaswamy (C.&I. Ministry)	Shri D.G. Kale. (Bombay)	Shri S.M. Bhat-tacharya (West Bengal)	Shri S.P. Pande. (U.P.)	Shri V.K.R. Menon. (I.L.O.)	Mr. John R. Coleman (Ford Foundation)	Dr. Sundari Vasvani (N.C. Corporation.)	
Shri Xavier Labour Relations Institute)	UNIVERSITY PROFESSORS.														
Dr. D.K. Sanyal. (I.S.B.M.)	MINISTRIES.														
Dr. S.D. Punekar. (T.I.S.S.)	STATE GOVERNMENTS.														
Dr. M.V. Divata. (N.C. A.E.R.)	OTHERS.														
Shri Srikantan Nair. (U.T.U.C.)	RESEARCH INSTITUTES.														
Shri Rohit Dave. (H.M.S.)	WORKERS														
Shri M.K. Pandhe. (A.I.T.U.C.)	Shri K.N. Bhide. (A.I.M.O.)														
Shri G.D. Ambekar. (I.N.T.U.C.)	Shri G.S. Gupta. (A.I.M.O.)														
	Shri R.G. Gokhale. (E.F.I.)														
	Shri Y.S. Pandit. (E.F.I.)														
	Shri S.D. Mehta. (A.I.O.I.E.)														
	Shri P.Chentsal Rao. (A.I.O.I.E.)														

Dr. B.R. Seth.	Shri R.L. Mehta	Shri K.N. Subramanian	Shri L.N. Mishra	CHAIRMAN	Shri Abid Ali.	Shri P.M. Menon.	Shri B.N. Datar	Shri T.S. Sahni.
Shri Kumar Dev.					Shri B.N. Chakra-varty	Shri N.S. Manki-kar.	Dr. A.M. Lorenzo.	Dr. S.B.L. Nigam.

List of persons attending the Conference
on Labour Research - New Delhi - 22nd
September, 1960.

CENTRAL GOVERNMENT

Ministry of Labour & Employment

1. Shri G.L. Nanda,
Minister for Labour & Employment
and Planning. CHAIRMAN.
2. Shri Abid Ali,
Deputy Minister for Labour.
3. Shri L.N. Mishra,
Deputy Minister for Labour and Employment
& Planning.
4. Shri P.M. Menon, I.C.S.,
Secretary.
5. Shri K.N. Subramanian, I.C.S.,
Joint Secretary.
6. Shri R.L. Mehta, I.A.S.,
Joint Secretary.
7. Shri B.N. Datar,
Labour & Employment Adviser.
8. Shri Teja Singh Sahni,
Deputy Secretary.
9. Dr. B.R. Seth,
Deputy Secretary.
10. Shri N.S. Mankiker,
Chief Adviser Factories.
11. Dr. A.M. Lorenzo,
Director,
Labour Bureau, Simla.
12. Dr. S.B.L. Nigam,
Assistant Economic Adviser.
13. Shri B.N. Chakravarty,
Assistant Labour & Employment Adviser.
14. Shri Kumar Dev,
Press Information Officer.

Cabinet Secretariat

15. Shri S.K. Bose,
Joint Director,
Central Statistical Organisation,
Cabinet Secretariat,
Janpath, New Delhi.
16. Shri M.V.S. Rao,
Assistant Director,
Central Statistical Organisation,
Cabinet Secretariat.

Ministry of Commerce & Industry

17. Shri V.K. Ramaswamy,
Deputy Economic Adviser.

Ministry of Finance

18. Shri M.R. Shroff,
Senior Research Officer,
Department of Economic Affairs,
Ministry of Finance, New Delhi.

Planning Commission

19. Dr. D.K. Malhotra,
Joint Secretary (I.Pt. & Small Ind.),
Planning Commission, New Delhi.

STATE GOVERNMENTS.

Bombay

20. Shri D.G. Kale,
Deputy Commissioner of Labour, Bombay.

West Bengal

21. Shri S.M. Bhattacharya, I.A.S.,
Joint Secretary, Labour Department,
New Secretariat, 11th Floor,
Hastings Street, Calcutta.

Uttar Pradesh

22. Shri S.P. Pande,
Deputy Secretary,
Labour Department,
Uttar Pradesh, Lucknow.

EMPLOYERS

All-India Organisation of Industrial Employers

23. Shri P. Chatsal Rao,
Secretary, All-India Organisation
of Industrial Employers,
'Federation House', First Floor,
Barakhamba Road, New Delhi.

Employers' Federation of India

24. Shri Y.S. Pandit,
C/O Tata Industries,
Bruce Street, Fort, Bombay.

All-India Manufacturers' Organisation

25. Shri G.S. Gupta,
Messrs Lakshmi Engineering Works,
Hauz Kazi, Delhi.
26. Shri K.N. Bhide,
All-India Manufacturers' Organisation,
"Woodlands", Peddar Road, Bombay-26.

All-India Organisation of Industrial Employers

27. Shri S.D. Mehta,
Economic Adviser,
Delhi Cloth and General Mills, Delhi.

WORKERS

Indian National Trade Union Congress

28. Shri G.D. Ambekar,
General Secretary,
Rashtriya Mill Mazdoor Sangh,
Mazdoor Manzil,
25, Govt. Gate Road, Parel, Bombay.

All-India Trade Union Congress

29. Shri M.K. Pandhe,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

Hind Mazdoor Sabha.

30. Shri Rohit Dave,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay.

United Trade Union Congress

31. Shri Srikantan Nair,
President, United Trade Union Congress,
C/O Kaumudi Dailes, Pettash,
P.O. Trivandrum.

REPRESENTATIVES OF RESEARCH INSTITUTIONS

32. Dr. M.V. Divatia, M.A.,
Director, National Council of
Applied Economic Research,
Bombay Mutual Building,
Parliament Street, New Delhi.

33. Dr. S.D. Punekar,
Tata Institute of Social Sciences,
Chembur, Bombay-38.
34. Dr. D.K. Sanyal,
Director, Indian Institute of Business
Management and Social Welfare,
College Square, West Calcutta-7.
35. Shri
Xavier Labour Relations Institute,
Post Box No.47, Jamshedpur.

UNIVERSITY PROFESSORS.

36. Prof. M.V. Mathur,
Head of the Department of Economics
and Public Administration,
Rajaputana University, Jaipur.
37. Dr. Baljit Singh,
Head of the Department of Economics,
Lucknow University, Lucknow.
38. Shri K.N.Vaid,
Delhi School of Social Work,
Delhi.

I.L.O. (INDIA BRANCH)

39. Shri V.K.R. Menon,
Director, International Labour Office,
India Branch, New Delhi.

O T H E R S

40. Dr. Sundari Vasvani,
N.C. Corporation (Prt) Ltd.,
Stadium House, 3rd Floor,
81-83, Veer Nariman Road,
Bombay-1.
41. Mr. John R. Coleman,
Consultant on Industries Relations Research,
The Ford Foundation,
32, Ferozshah Road, New Delhi.

Shri S.A. Dange, M.P.,
All-India Trade Union Congress,
4, Ashok Road, New Delhi.

9 SEP 1960

Immediate.

No.L.C.10(44)/60
Government of India
Ministry of Labour & Employment

From

Shri R.C. Saksena,
Under Secretary to the Government of India.

To

As per list attached.

Dated New Delhi, the 8th Sept, '60.

Subject:- Conference on Labour Research - New Delhi -
22nd September, 1960.

Sir,

In continuation of this Ministry's letter dated the 25th August 1960, I am directed to say that the Conference on Labour Research will be held in the Committee Room 'E', first floor, Vigyan Bhavan. As already intimated, the Conference will open at 11 A.M. on the 22nd September 1960. A paper on the subject is enclosed.

Yours faithfully,

R.C. Saksena
(R.C. Saksena)
Under Secretary.

CONFERENCE ON RESEARCH

(New Delhi 22nd September 1960)

MEMORANDUM ON RESEARCH IN LABOUR MATTERS

The need for framing policies on sound empirical research in the field of human relations in industry needs little justification. It arises from the essential complexity of individual contact and the mass phenomena resulting from group contacts in the modern industrial society. There is now a growing conviction that such factors as capital accumulation and technological progress constitute at best only partial determinants of economic development. The human and institutional factors are of no less significance. As an eminent author points out " if capital investment and material technology are pushed energetically in an under-developed country while little or no attention is given to the promotion of appropriate social and psychological change - i.e. to the more specifically human side of development - the result is likely to be a failure of the development process to 'take' and become self-generating". Sound and successful labour policies - either of management or of Government - must, therefore, be based on an insight and full knowledge of human behaviour in industry; these are matters which require intensified and continuous research in the light of changing social and industrial conditions.

Considerable emphasis is now being placed in many countries on a planned study of human relations in industry. Organised research in labour problems is being conducted in several countries through independent institutions like universities, modern societies, privately organised or endowed research institutions, associations of personnel managers, research departments of trade unions etc. In a number of countries, special departments, schools or centres have been set up for conducting labour research, labour education, etc. Thus in United Kingdom two separate committees have been set up: (i) on human relations in industry, and (ii) on individual efficiency in industry, to build up progressively over a period of time a programme of research. In Japan, a separate institute called the 'Japan Labour Institute' has been set up, under a Government statute, to organise studies and research in labour problems. In India, however, very little attention has been paid by independent agencies towards organised research on labour problems. Most of the research work has so far remained confined to Government agencies like the National Sample Survey Organisation, Labour Bureau of the Ministry of Labour and the State Statistical and Labour Departments.

Recognising the need for independent research, the Ministry of Labour and Employment requested the Research Programmes Committee of the Planning Commission sometime ago to sponsor research on some important labour problems which could help the Ministry in framing policies and programmes on the basis of empirical data. The subjects for research which have been accepted by the Research Programmes Committee and on some of which the work has started are as follows:-

- 1) Case-studies of industrial relation in selected industrial units;
- 2) Studies of incentive schemes and methods of wage payments in different industries;
- 3) Non-wage benefits in different industries;
- 4) wage patterns within an industry or area; and
- 5) Evaluation of impact of rationalisation, automation and modernisation on the work, attitudes and earnings of workers in selected industries.

The research that would be done through the Research Programmes Committee would, no doubt, be of considerable value but it will, in essence, remain of an ad hoc nature. It will hardly be able to fulfil the need for organising systematic and co-ordinated collection and analysis of information on labour and social problems. The Ministry of Labour and Employment have, therefore, a proposal under their consideration for setting up along with the Central Labour Institute a Central Labour Research Organisation for this purpose. The main objectives of this Organisation will be to:-

- i) conduct research in the various aspects of labour economics with a view to evolving guiding principles and norms for formulations of policy;
- ii) conduct research into labour problems of current interest;
- iii) suggest ways and means to remove the defects in the existing labour statistics;
- iv) conduct empirical research in certain aspects of labour problems with a view to ensuring a more effective and efficient administration of labour policies;
- v) co-ordinate research on labour matters being conducted by other agencies;
- vi) collect literature, disseminate information and offer advice on current labour problems

To enable the Conference to offer its suggestions on the type of and subjects on which research on labour problems may be conducted during the Third Plan period either by the proposed Central Labour Research Organisation or by Government departments; it is desirable to mention, in brief, the subjects on which information is either being collected at present or is proposed to be collected during the Third Plan period by the Labour Bureau Simla and by other Government departments.

During the Second Plan period, the Labour Bureau has conducted a Wage Census whose results are expected to be published shortly. A Working Class Family Living Survey has also been conducted in 50 industrial centres with a view to constructing a more representative and up-to-date cost of living index. Surveys of labour conditions in 10 industries have also been started recently. The study of productivity indices has not made much headway because of complexity of factors involved. It is hoped that with the setting up of the Central Labour Institute at Bombay, productivity studies will make headway. A second Agricultural Labour Enquiry has also been conducted during the Second Plan period and its main results are expected to be published shortly. Some other ad hoc studies conducted by the Labour Bureau are, employment of women in industry, absenteeism pattern in coal mining industry, extent of contract labour in certain industries, etc.

During the Third Plan period, the Labour Bureau's programme of research covers the following subjects:-

~~Following are the subjects:-~~

- 1) Family Budget Enquiries in some additional centres.
- 2) Third Agricultural Labour Enquiry.
- 3) Wage Indices for Agricultural Workers.
- 4) A Second Wage Census.
- 5) Survey of Labour Conditions in about 50 Industries.
- 6) Productivity Indices.
- 7) Indebtedness among industrial workers.
- 8) Operational research on the basis of data collected through Family Living Surveys, e.g., Compilation of Indices of Comparative Costliness, derivation of consumption scales, study of changes in the level of living of the Working Class.

The Third Plan programme of the Evaluation and Implementation Division of the Ministry of Labour and Employment includes the following studies with a view to evaluating the working and usefulness of different labour policies and programmes.

- 1) Review of the working of the Minimum Wages Act in certain industries;
- 2) Review of the extent of non-implementation of the provisions of the Factories Act and other important enactments in certain areas or in certain industries.
- 3) Study of the working of industrial relations machinery in some selected undertakings in the Public Sector.
- 4) Study of industrial relations in coal mines in certain selected areas.
- 5) Evaluation of the working of the Code of Discipline in the Central and State spheres.
- 6) Study of the working of the Scheme of Workers' Participation in management in some selected undertakings.
- 7) Assessment of the achievements of the Workers' Education Scheme in certain areas.

The Central Labour Institute under the Chief Adviser of Factories, when fully set up, will also be conducting studies on labour productivity, industrial psychology, safety, health and hygiene.

The above programme touches only a fringe of the problem. There are several subjects on which little attention has been paid so far. On some other subjects, e.g., Wages and Employment,

the work so far done has been the bringing together of the limited data that are available and seeing if consistent interpretation of these is possible; but there is considerable scope for work by an independent organisation. The field of labour economics in India has not received adequate attention at the hands of independent agencies; the consequent dearth of reliable and up-to-date data makes the task of administration difficult in formulating labour policies on a scientific basis. The proposed Central Research Organisation will, it is hoped, go a long way in filling this gap.

The views of the Conference are invited on:

- 1) The agencies which may be utilised for organising co-ordinated and purposeful research.
- 2) subject on which research should be conducted during the Third Plan period. A list of subjects on which information be fruitfully collected is enclosed for the consideration of the Committee. This list is illustrative and not exhaustive. (Appendix - 1)

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APPENDIX I.

List of subjects for Research

I. Wages:

1. Analysis of wage patterns within an industry or in an area.
2. Comparative studies of wages in certain selected industries/undertakings in the public and private sectors.
3. Study of labour costs in different industries.
4. Non-wage benefits (statutory as well as non-statutory) in different industries.
5. Movement of wage differentials of skilled and unskilled workers within an industry as well as in homogeneous occupations.
6. Study of minimum wages in different industries and in different areas.
7. Study of incentive schemes and methods of wage payment in different industries.
8. Study of relationship between real wages, out-put and prices on regional or industry-wise basis.
9. Movement of wages, productivity and prices in some organised industries.
10. Evaluation of "ability to pay" in important industries.
11. The influence of labour mobility on determination of wage-rates.

II. Employment:

1. Employment trends in different industries and in different regions or areas.
2. Unemployment surveys in important urban areas.
3. Problems of closure in different industries, their causes and remedies.
4. Pre-employment training in relation to their influence on earnings.

III. Industrial relations:

1. Case-studies of industrial relations in selected industrial units.
2. Evaluation of impact of rationalisation, automation and modernisation on the work, attitude and earnings of workers in selected industries.
3. Socio-economic surveys of working and living conditions in certain industries or certain selected occupations.
4. Study of employers' and Workers' organisations and assessments of their roles in the growth of healthy and sound industrial relations.
5. Study of the working of Works Committees or Joint Councils in selected units or industries.

IV. Miscellaneous:

1. Absenteeism and labour turn-over in different industries.
 2. Extent of indebtedness and sociological problems of industrial workers in selected industrial towns.
 3. Studies relating to work and income pattern of agricultural workers in selected areas.
 4. Evaluation of impact of labour welfare programmes of Government, Employers' Workers' Organizations, Social Organizations, etc.,
 5. Extent of urbanisation of labour force in Industry.
 6. Evaluation of industrial housing facilities in selected industrial towns and their impact on workers' efficiency, etc.
 7. Extent of permanent, temporary and casual labour in selected industries.
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