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Pl. p.u. on 6/5/67
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No. 3/5/67-NCL
Government of India
National Commission on Labour
D-27, South Extension, Pt. II,
New Delhi-16.



Dated the 22nd May, 1967.

To

All Members of the
National Commission on Labour
including the Chairman.

A 7

Subject: Third meeting of the National Commission
on Labour - Bombay - 6th May, 1967 - Record
of decisions.

Sir,

I am directed to forward a copy of the
record of decisions of the third meeting of the
National Commission on Labour held at Bombay on
the 6th May, 1967, as approved by the Chairman.

Yours faithfully,

P. D. Gaiha

(P. D. Gaiha)
Joint Director.

Encls: As above

(Seen by Lalaji)
for NCL file
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NATIONAL COMMISSION ON LABOUR

The third meeting of the National Commission on Labour was held in the committee room of the Employers Federation of India, Army and Navy Buildings, 148, Mahatma Gandhi Road, Bombay-1 on the 6th May, 1967. The following were present:-

- | | | |
|-----|-------------------------|------------------|
| 1. | Dr. P.B. Gajendragadkar | Chairman |
| 2. | Dr. Baljit Singh | |
| 3. | Dr. Bharat Ram, | |
| 4. | Shri Ramananda Das | |
| 5. | Shri Manohar Kotwal | |
| 6. | Shri R.K. Malviya | |
| 7. | Shri P.R. Ramakrishnan | |
| 8. | Shri G. Ramanujam. | |
| 9. | Shri Naval H. Tata. | |
| 10. | Shri S.R. Vasavada | |
| 11. | Shri B.N. Datar | Member-Secretary |

Shri S.A. Dange, Shri B.C. Ganguli, Dr. B.N. Ganguli, Shri N.K. Jalan and Shri-Raja Ram Shastri regretted their inability to attend the meeting. The following decisions were taken :-

(i) The conclusions of the second meeting of the Commission held on 11th March, 1967 should be confirmed.

(ii) A Minute Book should be maintained in the Commission for recording the decisions arrived at in the meetings of the Commission. Accordingly the decisions of the meeting held on 18th January, 1967 and 11th March, 1967 were recorded in the Minute Book under the signature of the Chairman.

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(iii) The progress of the work done in the Commission was noted. This included (a) the setting up of the Secretariat of the Commission; (b) the appointment of technical staff; (c) arrangements for hiring additional accommodation; (d) issuing of the questionnaire- about 12,000 copies already distributed; (e) discussions with the liaison officers of Central Ministries; (f) meetings of Member-Secretary with State Liaison Officers at State headquarters; (g) liaison with the International Labour Office; and (h) liaison with the Labour Advisers/Attaches of Embassies/High Commissions located in Delhi.

(iv) Note was also taken of the meeting which the Commission was holding with the Liaison Officers of State Governments in Delhi on 11th May, 1967. The items of discussion in the letter sent by Member-Secretary to the State Liaison Officers were approved. Member-Secretary had sought information from the State Liaison Officers about (a) names of persons to whom the questionnaire should be sent; (b) places of importance which the Commission should visit; (c) names and addresses of persons to whom the Commission should meet during such visits; (d) 5 or 6 districts which could be considered representative of small industries/agricultural labour; (e) names of industries likely to be set up in the States in the years to come; (f) reports on special studies undertaken in the States on labour problems; (g) difficulties experienced in implementing specific provisions of labour laws; (h) services of State officials for help in the work of Study Groups, and so on.

(v) Since a fair number of public sector liaison officers were located in Delhi, Bombay, Bangalore and Ranchi, meetings with officers similar to the one proposed to be held with State Liaison Officers should be convened at these 4 places.

(vi) In pursuance of (iv) (b) and (c), Member-Secretary should draw up a tentative programme of visits to the States for being placed at the next meeting of the Commission.

(vii) Agenda items 2 and 3 were taken together for discussion because of their inter-connection. After receiving a report from Member-Secretary of the work done by the Study Groups already set up and the suggestions which the members made about the preliminary reports on coal, iron and steel, and fertiliser prepared in the Secretariat, the suggestion about the setting up of industry-wise study groups was agreed to.

(viii) The subject-wise study groups should also be set up simultaneously.

(ix) The industries which were selected for the setting up of study groups should be classified according to some standard classification from the point of view of similarity of labour conditions. This would help making arrangements for the chairmen of allied study groups getting together for exchanging notes.

(x) For the classification as in (ix) above, Dr. Baljit Singh and Member-Secretary should get together.

(xi) After a discussion on the personnel of the study groups, a sub-committee consisting of Dr. Bharat Ram, Shri Kotwal, Shri Ramanujam, Shri Tata and Member-Secretary was constituted to finalise the personnel of different study groups (Report of the sub-committee is appended).

(xii) The Study Groups should normally consist of about 7 to 9 members. The Secretary should be an officer of the status of Deputy Labour Commissioner in the State.

(xiii) The next meeting of the Commission will be held in New Delhi on 8th July, 1967.

Report of the Sub-Committee appointed by the National Commission on Labour for settling the personnel of Study Groups.

Since a meeting of all the members of the Sub-Committee could not be held, Member-Secretary had separate discussions with (i) Dr. Bharat Ram, (ii) Shri Ramanujam and Shri Kotwal, and (iii) Shri Naval Tata. The following personnel for different study groups was agreed to:-

(1) Cotton Textiles: Headquarters- Ahmedabad

1. Shri K. Shrinivasan,
Director,
South India Textile Industry Research
Association, Coimbatore. Convenor
2. Shri C.H. Desai,
Arvind Mills, Ahmedabad. Member
3. Shri S.P. Mandlia,
Century Rayonds, Bombay Member
4. Shri Triloki Nath
Delhi Cloth and General Mills Ltd., Delhi Member
5. Shri Arvind Buch,
Textile Labour Association, Ahmedabad Member
6. Shri H.K. Sovani,
Hind Mazdoor Sabha, Bombay Member
7. Shri P.L. Subbain, Coimbatore. Member
8. Deputy Labour Commissioner,
Govt. of Gujarat, Ahmedabad. Secretary

(2) Jute Headquarters- Calcutta

1. Shri P.C. Bhagat,
Jute Commissioner, Calcutta Convenor
2. Shri D.P. Goenka,
Bird and Co., Calcutta Member
3. Shri R.L. Moitra,
Labour Advisor,
Jute Mill Owners Association, Calcutta Member
4. Shri Kali Mukherjee,
Indian National Trade Union Congress,
Calcutta Member
5. Shri Inderjit Gupta,
All India Trade Union Congress,
Calcutta Member
6. Shri S.K. Ghosh, Bird and Co., Calcutta Member
7. Shri H.M. Ghosh,
Deputy Labour Commissioner,
Govt. of West Bengal, Calcutta. Member-Secretary

(3) Sugar:

Headquarters - Kanpur

1. Shri S. Gundu Rao,
Technical Adviser,
Sugar Mills Association, Kanpur Convenor
2. Shri L.N. Wahi,
Secretary, Sugar Mills Association, Kanpur Member
3. Shri R.P. Nevatia, Bombay Member
4. A representative of the Cooperative
Sugar Factories Member
5. Shri J.C. Dixit, I.N.T.U.C.,
Lajpat Rai Marg, Lucknow Member
6. Shri G.J. Ogale,
Hind Mazdoor Sabha, Shrirampur,
Ahmednagar Distt. (Maharashtra State) Member
7. Shri H.M. Mishra,
Deputy Labour Commissioner,
Govt. of Uttar Pradesh, Kanpur. Member Secretary.

(4) Plantations (Tea)

Headquarters - Calcutta

1. Chairman, Tea Board Convenor
2. A representative each of
I.T.A. Member
3. I.T.P.A. Member
4. U.P.A.S.I., and Member
5. Assam Tea Planters' Association Member
6. Shri Nani Bhattarcharji Member
7. Shri L.N. Prodham,
Indian National Trade Union Congress,
Calcutta. Member
8. Shri S.M. Narayan,
Nilgiri Tea Plantation Workers' Union,
Coonoor Member
9. Shri Manoranjan Roy, Calcutta Member
10. Deputy Labour Commissioner,
Government of Assam, Shillong Member Secretary

(5) Plantations (Coffee/Rubber):

Headquarters - Bangalore

1. Chairman, Coffee Board Convenor
2. A nominee of U.P.A.S.I. Member
3. A nominee representing Coffee interests Member
4. A nominee representing rubber interests Member
5. Shri A. Gopalan Kutty Vaidya,
Chief Inspector of Plantations, Kottayam Member

6. Shri C.M. Stephen,
C/o. Pradesh Congress Committee, Quilon Member
7. Smti. Parvati Krishnan, Coimbatore Member
8. Shri P.L. Perumal, Hind Mazdoor Sabha, Bombay Member
9. Deputy Labour Commissioner,
Government of Mysore, Bangalore Member-Secretary

(6) Cement: Headquarters- Bombay

1. Shri R.M. Khatau, Cement House, Bombay Convenor
2. Shri K.K. Somani, Sikka, Jamnagar (Gujarat) Member
3. Shri S.C. Agarwal,
Secretary, Dalia Cement,
4, Scindia House, New Delhi Member
4. Shri H.N. Trivedi,
Indian National Trade Union Congress,
Bombay. Member
5. Shri I.M. Moinuddin,
Dalmia Cement Workers Union,
Dalmianagar, Bihar. Member
6. Shri N. Anantnarayanan,
National Commission on Labour, New Delhi. Secretary

(7) Paper and Pulp: Headquarters- Calcutta

1. Shri H.P. Dhanuka,
Managing Director, Bengal Paper Mills Co. Ltd
Netaji Subhash Road, Calcutta Convenor
2. Shri B.D. Somani,
Andhra Paper and Pulp Mills,
Rajahmundry (Andhra Pradesh) Member
3. General Manager,
National Newsprint and Paper Mills,
Nepanagar (Madhya Pradesh) Member
4. Inspector General of Forests,
Ministry of Food and Agriculture,
Krishi Bhavan, New Delhi. Member
5. Shri G.S. Joshi,
Indian National Trade Union Congress,
Jagadhari (Haryana) Member
6. Shri Nirmal Sen, Calcutta Member
7. Shri K. Banerjee, Calcutta Member
8. An official of West Bengal Government Secretary

(8) Coal: Headquarters- Calcutta

1. Coal Controller, Calcutta Convenor
2. Coal Mining Adviser to the Government
of India, New Delhi. Member

3. Chief Inspector of Mines, Dhanbad Member
4. Shri P. Chandra,
Coal Mines Provident Fund Commissioner,
Dhanbad Member
5. Shri R. Lall, Vice-Chairman, Indian Mining
Association Member
6. Shri Rasik Lal Worah,
Senior Vice-President, I.C.O.A., Dhanbad Member
7. Personnel Officer,
National Coal Development Corp, Ranchi. Member
8. Shri Deven Sen,
Hind Mazdoor Sabha, Bombay Member
9. Shri Kanti Mehta,
Indian National Trade Union Congress,
Calcutta. Member
10. Shri Kalyan Roy,
Indian Mine Workers Federation,
G.T. Road, Asansol, West Bengal. Member
11. Deputy Labour Commissioner,
Government of Bihar, Patna Member-Secretary

(9) Iron and Steel: Headquarters- Ranchi

1. Shri M.S. Rao, Chairman,
Hindustan Steel Ltd., Ranchi Convenor
2. Shri S.N. Pande,
Deputy General Manager, Bokaro Steel,
Bokaro (Bihar).. Member
3. Shri R.S. Bilimoria, Jamshedpur Member
4. Shri V.G. Gopal,
Indian National Trade Union Congress,
Jamshedpur Member
5. Shri Sambal Chakravorti, Bhilai Member
6. Shri Ramanand Sinha,
Hindustan Steel Ltd., Ranchi Member
7. (Secretary to be chosen by the Convenor)

(10) Heavy Engineering Headquarters-Jamshedpur

1. Shri R.S. Pande,
Resident Director, Tata & Co. Jamshedpur Convenor
2. Shri S.K. Dutt, General Manager,
Burn and Co., Howrah. Member
3. Shri N.K. Sen Gupta, Managing Director,
Mining and Allied Machinery Corp, Durgapur. Member
4. Shri I.N. Thakur,
Heavy Engineering Corp, Ranchi. Member
5. Shri C.E. Cargin, Jessop & Co., Calcutta. Member
6. Shri Gopeshwar,
Asansol Iron and Steel Workers Union,
Burnpur. West Bengal. Member

7. Shri Mohammed Elias,
19, Andul, 2nd Byelane,
P.O. Botanical Gardens, Howrah (W.Bengal) Member
8. Shri Ram Desai,
Hind Mazdoor Sabha, Bombay. Member
9. Shri A.N. Singh,
Chief Inspector of Factories, Bihar,
Patna. Member

(11) Machine Tools Headquarters-Bangalore

1. Shri S.M. Patil,
Chairman, Hindustan Machine Tools, Bangalore Member
2. Shri Shyam Kirloskar, Chief Engineer,
Mysore Kirloskar Ltd., Harihar (Mysore) Member
3. Personnel Officer, Praga Tools Ltd.,
Hyderabad Member
4. Shri Anwar Hussain, Hind Mazdoor Sabha,
Bangalore Member
5. Shri N. Keshva, Indian National Trade
Union Congress, Bangalore Member
6. (Secretary to be chosen by the Convenor)

(12) Fertilisers: Headquarters- Always

1. Shri M.K.K.Nair, Managing Director,
Fertilisers and Chemicals Ltd., Always. Convenor
2. Personnel Officer,
Fertiliser Corporation of India, New Delhi. Member
3. A nominee of Chemical Manufacturers' Orgn. Member
4. Shri R.M. Sharma, Dhanbad Member
5. Shri G. Sundaram,
21/207, Bhaveshwar Sadan, Sion East, Bombay-22. Member
6. Shri M.L. Seth, D.C.M. Chemical Work, N.Delhi. Member
7. Shri B.L. Shelke, Trombay Fertilisers, Bombay. Member-Secretary

(13) Heavy Chemicals: Headquarters-Bombay

1. Dr. G.S. Kasbekar,
Hindustan Organic Chemicals,
P.O. Rasayani, Dist. Colaba, Convenor
2. Shri Prabhu Mehta,
Calico Industrial Engineers, Bombay Member
3. Shri P.N. Vakil
Sarabhai Chemicals, Baroda Member
4. Dr. W.R. Correa, Union Carbide,
1, Middleton Street, Calcutta. Member

5. Shri C.R. Das,
Shri Ram Vinyl and Chemical Industries,
Shrirampur, Kota (Rajasthan) Member
6. Shri S. Roy,
Mettur Chemical Workers' Union,
Mettur Dam. Member
7. Shri V.A. Khanolkar,
Chemical Mazdoor Sabha, Bombay. Member
8. (Member-Secretary to be chosen by the Convenor)

(14) Study Group on Industrial Relations (Northern Region)-
Punjab, Haryana, Himachal Pradesh, J&K, Delhi
Administration, Rajasthan and Utter Pradesh.

Headquarters- Delhi.

1. Shri V.K.R, Menon, New Delhi Chairman
2. Shri S.B. Kale,
9A/13, Western Extension Area, N.Delhi Member
3. Shri Santosh Nath,
Punjab and Delhi Chamber of Commerce,
9A, Connaught Place, New Delhi. Member
4. Shri M.L. Khullar,
Employers Association of Northern India,
Civil Lines, Kanpur. Member
5. Shri Y.D. Sharma,
15, Jog-Dayal Building,
Opp. State Bank of India,
Chandni Chowk, New Delhi. Member
6. Shri D. Durgawat,
Sansar Chand Road, Jaipur Member
7. Dr. K.N. Vaid,
Shri Ram Centre for Industrial Relations,
New Delhi-5. Member
8. Dr. T.N. Kapur,
Punjab University, Chandigarh. Member
9. Dr. P.D. Shrimali,
Joint Director, Labour Relations Centre,
University of Lucknow, Lucknow. Member

Secretariat will be provided by the National
Commission on Labour.

(15) Study Group on Industrial Relations (Western Region)-
Areas covered by the States of Maharashtra, Gujarat
and Madhya Pradesh.

Headquarters- Bombay

1. Dr. K.S. Basu,
University of Bombay, Bombay Chairman
2. Shri K.J. Divetia,
Sarabhai Chemicals, Baroda. Member

3. Shri K. Naraoji,
Godrej Boyce and Co., Bombay Member
4. Shri N.S. Deshpande,
Rashtriya Mill Mazdoor Sangh, Parel, Bombay Member
5. Shri Homi Daji, Indore Member
6. Br. Paresh Majumdar,
C/o. Textile Labour Association, Ahmedabad Member
7. Shri S.R. Mohan Das, Bombay Member
8. Shri L.C. Joshi,
Bombay Chamber of Commerce, Bombay Member

(Secretary's name to be suggested by Dr. K.S. Basu)

16) Study Group on Industrial Relations (Eastern Region)-
Areas covered by the States of West Bengal, Bihar, Orissa
and Assam:

Headquarters- Calcutta

1. Shri P.N. Krishna Pillai,
Indian Aluminium, Calcutta. Chairman
2. Shri M.M. Ghosh,
Employers' Federation of India,
Eastern Region, Calcutta. Member
3. Personnel Officer,
Hindustan Steel Ltd., Rourkela. Member
4. Dr. G.P. Sinha,
Hony. Secretary,
Indian Society of Labour Economics,
University of Patna, Patna. Member
5. Shri G.G. Padalkar,
Personnel Officer, Eastern Region,
Indian Oil Corp., 13, Carmac St., Calcutta Member
6. Mr. A.D. Singh,
Tata Iron and Steel Co. Ltd., Jamshedpur Member
7. Shri A.P. Sharma,
Organising Secretary,
INTUC, 6, Church Road, Howrah. Member
8. Shri Ranen Sen,
18/1, Sarat Bose Road, Calcutta-20 Member

(Secretary to be named in consultation with Shri
P.N. Krishna Pillai)

(17) Study Group on Industrial Relations (Southern Region)-
Areas covered by the States of Madras, Kerala, Andhra
Pradesh and Mysore

Headquarters- Madras

1. Shri N.S. Bhat,
Buckingham and Karnatak Mills, Madras Chairman

2. Shri V.A. Ramachandran,
Metal Box Co. of India Ltd., Madras Member
3. Shri Ramanand Rao,
Indian Leaf Tobacco Development Co. Ltd
Guntur, Andhra Pradesh. Member
4. Shri M.R.K. Rao,
Kirloskar, Bangalore. Member
5. Shri S.C.C. Anthony Pillai, Madras Member
6. Shri P.Balachandran Menon,
C/O A.I.T.U.C., Trivandrum Member
7. Shri K.B. Thimmaya,
Gandhi Road, Bangalore. Member

(Secretary to be chosen by the Chairman)

(18) Study Group on Labour Problems in the Public Sector:

Headquarters- Hyderabad

1. Shri V.V. Ramanathan,
Director of the Institute of
Public Sector Enterprises, Hyderabad. Chairman
2. One representative each from Hindustan
Machine Tools, Bangalore Member
3. Hindustan Aeronautics Ltd., Bangalore Member
4. Neyveli Lignite Corp., Neyveli (Madras) member
5. Bharat Heavy Electricals, Hyderabad Member
6. Shri M.S. Krishnan,
99, Bull Temple Street, Bangalore-19 Member
7. Shri Tulsi Boda,
28, Azad Road, Andheri East, Bombay-69(AS) Member
8. Shri G.Sanjiva Reddy,
6/B L.I.G.H.Barkatpura, Hyderabad-27. Member

(19) Study Group on Wage Policy: Headquarters-Bombay

1. Dr. D. T.Lakdawala,
Bombay University, Bombay Chairman
2. Dr. F.Mehta,
Tata Industries, Bombay. Member
3. Dr. C.K. Johri,
Shri Ram Centre for Industrial Relations,
New Delhi-5. Member
4. A representative of the Reserve Bank of
India-
Dr. D.R.Khatkhate Member
5. Shri Donoobhai Trivedi,
Textile Labour Association,
Ahmedabad. Member
6. Shri Mahesh Desai,
H.M.S., Bombay Member
7. Shri S.D.Punekar,
Tata Institute of Social Sciences,
Chembur, Bombay. Member-Secretary.