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NATIONAL COMMISSION ON LABOUR

Ninth Meeting

Bhopal - 4th July, 1968.

A G E N D A

1. Confirmation of the record of decisions of the eighth meeting.
2. Progress report of the work done in the Commission since its seventh meeting held on the 3rd January, 1968.
3. Consideration of the Paper, " A Tentative Approach".
4. Any other matter with the permission of the Chairman.

NATIONAL COMMISSION ON LABOUR

Record of decisions of the Eighth meeting
of the National Commission on Labour held
at New Delhi on 11th March, 1968.

The Eighth meeting of the National Commission on Labour was held in the Commission's Office at D-25-B, South Extension, Part II, New Delhi, at 11.00 A.M. on the 11th March, 1968.

The following were present:-

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

The following members could not attend the meeting:-

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|----|------------------|-------------------|
| 1. | Shri S.A. Dange | Member |
| 2. | Dr. B.N. Ganguli | Member |
| 3. | Shri B.N. Datar | Member-Secretary. |

Item No.1 Confirmation of the record of decisions
of the Seventh meeting.

The record should be confirmed.

Item No.2 Meeting with Shri G.D. Birla.

The record of discussions with Shri G.D. Birla is appended - (Appendix 'A').

Item No.3 Meeting with representatives of Shri Ram
Centre for Industrial Relations, New Delhi.

The record of discussions with the representatives of the Centre is appended - (Appendix 'B').

Item No.4 Any other item with the permission of the Chairman.

1. The Commission's programme of visit to Patna on 15th and 16th April should stand.
2. The Conference of Chief Inspectors of Factories and the Commission's meeting for recording evidence in Delhi Administration fixed for 29th and 30th April should be cancelled. Revised dates will be fixed later.
3. The Commission's visit to Bhopal which was fixed for 12th and 13th March, 1968, should be cancelled. Dates for Bhopal will be fixed later.

NATIONAL COMMISSION LABOUR

New Delhi, 11th March, 1968.

11.00 A.M. to 12.00 Noon

Record of discussions with Shri G.D.Birla.

The Chairman welcomed Shri G.D. Birla and requested him to give his views about various aspects of the problems concerning labour in India against the background of his vast experience in industry and as a member of the Royal Commission on Labour in India.

2. In Shri Birla's view, the Report of the Royal Commission was out of date now. The pattern of administration as well as the psychology of labour in the country have changed. The present Commission will have to write on a clean slate, having regard to the present conditions. The National Commission could, however, adopt the procedure that was adopted by the earlier Commission.
3. It is not quite true that there is general discontent amongst the workers or that the workers are unresponsive in spite of so much being done for them. The situation varies from place to place. For instance, there is some unrest and labour trouble in West Bengal. This is mainly due to the fact that the scale of wages in Bengal is low. This again is the result of low productivity. Lack of orders has contributed to unemployment and retrenchment. Besides, politics has also intervened. On the other hand, in Bombay concerns where the average wages are fairly high the relations with the workers have been quite good.
4. As conditions differ from place to place, no uniform solution can be offered. The responsiveness of the workers would depend largely on the kind of workers, the attitude of the employers and the terms of employment as well as the general environment.
5. It is also not correct to say that labour in India tends to make extravagant claims even when their conditions are good. In Kerala, for instance, where the workers are highly intelligent, they drive a hard bargain with the employers and try to get the best terms, but they do abide by the settlements once arrived at, and generally there is no trouble.
6. In Bengal, even where wages, conditions of work and treatment are good, political influences create problems, in some cases the unrest is also due to the non-cooperative and unhelpful attitude of employers.
7. For industrial peace and economic development, it would be desirable to have one bargaining agent, representing the workers in general. Of the three methods of selecting the representative bargaining agent, viz., secret ballot, verification of membership and open subscription, the method of secret ballot appears to be the best.

8. The method of selection by secret ballot will not be fool proof, as indeed no method can be. But it would still be the best available method. The risks involved in election by secret ballot such as the possibility of a union making extravagant promises for getting elected, will have to be taken. In fact, it may not be a very real problem.

9. All employees irrespective of whether they are members of any union or not should be allowed to participate in the elections.

10. There should be a condition precedent for the eligibility of a trade union to offer itself for adjudication, that it must subscribe to the theory that industrial disputes should be settled through a process of negotiations, voluntary arbitration or adjudication; and strike will be the last step and not the first.

11. For some time to come it will be necessary to have some machinery which can adjudicate on the merits of a case when collective bargaining between the parties fails. Collective bargaining coupled with a provision for a cooling off period, if negotiations fail and before the State, intervenes, would be advisable.

12. As a first step in the achievement of the ultimate goal of introducing collective bargaining all over, a start can be made in a few selected industries.

13. The labour judiciary in India has been, by and large, impartial and fair. Labour judges should be appointed by High Courts.

14. There should be a common labour code and common pattern of labour judiciary. Labour Appellate Tribunal should not be revived.

15. The cases of reinstatement of dismissed personnel have not been many. Reinstatement does not destroy the discipline for long. The reinstated workers become in due course amenable to discipline.

16. The suggestion that domestic enquiries should be entrusted to arbitrators, seems to be a fair one.

17. There is a tendency to exaggerate the problem of indiscipline among workers. Except in a few areas of the country where political motivation is very much in evidence, by and large, discipline is good. It is no use exaggerating industrial unrest.

18. The problem of outsiders is not very serious particularly if the workers are intelligent and they understand their own interests. This influence of outsiders cannot be eradicated by legal provisions. When the workers are sufficiently educated and they understand their own interest, they themselves will get rid of the politicians.

19. Employers should have the right to fire by paying compensation. If the compensation is made penal, it would not be worthwhile for an employer to fire the worker.

20. Wages generally do not form a major part of the cost of production; as such the impact of increase in wages on total cost of production is only marginal.

NATIONAL COMMISSION ON LABOUR

Record of discussions with Shri Ram Centre for Industrial Relations represented by:-

1. Shri K.N. Vaid, Director of Research.
2. Shri O.P.Dhingra, Research Officer.
3. Shri C.P. Thakur, Research Officer.

1. The Centre cannot suggest setting up any specific machinery for associating trade unions and employers' organisations on equal footing with Government officials in the enforcement and implementation of labour laws. However, trade unions and employers' organisations should be given the right to bring cases to the notice of the inspectorate staff for necessary action. Unions may also be allowed the right of inspection.

2. There should be only one bargaining agent, viz., the union representing majority of workers in an enterprise; minority unions should have no right to represent individual grievances of member-workers. The minority union can function as an effective opposition. Once a particular union is given the sole bargaining right, the arrangement should not be disturbed for a specified period, say, of two years. Any agreement reached with the sole bargaining agent should be binding on non-members as well. This is not likely to create problems as sooner or later all workers would become members of unions.

3. Secret ballot as a mode of determining majority union is preferable despite immediate and attendant dangers. Only those workers should be given the right to exercise their franchise who have been in employment in the enterprise for at least six months and who are either members of trade unions or wish to be so. The verification procedure presently followed under the Code of Discipline should be replaced, as it is cumbersome, lengthy and is of doubtful validity. It leads to enormous delays and defeats the very purpose of recognition. A worker joins a particular union because of its adherence to certain principles or because of its leadership. Thus a worker may join one union for some time and then may like to vote for another union because of its relative merits of its leadership.

4. The Works Committees or any other bipartite consultative committees can function effectively only if they are given executive roles in specified fields, such as, wages, automation and rationalisation, etc. As at present, the role of Works Committees is purely advisory in character and they are consulted in inconsequential matters, they are not effective. The existing Works Committees should go; these should be replaced by new bipartite committees with the functions, mentioned above, assigned to them.

5. Political motivation brought into industrial conflicts by the coming into power of leftist parties in some States is a factor to be reckoned with. This factor, however, should be distinguished from the influence of some of the leftist trade unionists who are faithful to the trade union cause as such and who stand by their commitment and undertakings.

6. The attitude of public sector employers towards unions is no better than that of private sector employers. However, departmentally run public sector undertakings show a better understanding of unions. This observation is not based on any specific study undertaken by the Centre.
7. Voluntary arbitration has not made any progress so far. The Centre does not have any data to support this observation, but whatever data are available in the Government publications bear a testimony to this observation.
8. The Institution of Welfare Officers has not proved successful as Welfare Officers do not confine their activities to purely welfare measures. They are anxious to get quicker promotions as personnel officers and tend to function more as personnel officers than as Welfare Officers.
9. More and more use should be made of parliamentary lobbying by the unions for winning certain basic rights and demands by workers. This is possible through use of question hours, adjournment motions, public speeches, press notes, etc.
10. Provisions of the Bonus Act of 1965 only add to the minimum wages of workers. The Act has also disturbed many of the bipartite agreements on the issue. This observation was based on three case studies undertaken by the Centre. The Act has also resulted in increased litigation. However, the Centre has no statistics to show how many cases were referred to the Supreme Court after the enactment of bonus legislation. The question of bonus should be left to bargaining between workers and management at the enterprise level and for this purpose workers should have access to accounts and records so that they can bargain from knowledge. As regards the danger of uncalled for controversies in the matter of correctness of documents, the Centre had not given adequate thought to the problem. They were also of the opinion that LAT formula was better than the present legislation.
11. The influence of outsiders on trade union movement is mainly contributed by persons engaged in trade union work on a full-time basis, though they are not employees. This has led to some amount of legalistic approach to the problems, and at times, the interests of the organisation are not well attended to.
12. There should be no inter-locking of union management i.e., the same trade union leader should not be allowed to represent more than a specified number of unions.

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Item No. 2. Progress report of the work done in the Commission since its 7th meeting held on 3rd January, 1968.

The progress of action taken on the decisions of previous meetings of the Commission is given in Annexure 'A'.

Visits to State Headquarters and other places.

The Commission completed its programme of visit to 13 States and Delhi Administration, the details of which are given in Annexure 'B'. Details of observation visits to Goa and other places outside State Headquarters by groups of members are also given in Annexure 'B'.

Visits to agricultural districts and other places.

During the Commission's visit to Bihar in April, 1968, the Chairman, along with two members of the Commission, paid a visit to Acharya Vinoba Bhave in Purnea and discussed with him problems of agricultural labour.

Member-Secretary and Director of Research visited some places of industrial importance, agricultural districts and forest areas, the details of which are given in Annexure 'C'. The object of the visits to agricultural districts and forest areas was to study the impact of agricultural production and other development programmes on agriculture and forest labour. The visits enabled the visiting team to form an impression of main areas of impact on the unorganised labour.

Meeting with Central Ministries and Central Public Sector Undertakings.

The Commission recorded evidence of 14 Central Ministries/Departments and the Central Public Sector Undertakings under them on 2nd, 3rd, 4th, 7th and 8th May, 1968, details of which are given in Annexure 'D'.

Programme of future visits.

The Commission will visit the headquarters of the following States on the dates shown against each -

- (1) Bhopal (Madhya Pradesh) - 4th to 6th July '68.
- (2) Shillong (Assam) - 29th to 31st July '68.
- (3) Bhubaneswar (Orissa) - 2nd & 3rd August '68.
- (4) Simla (Himachal Pradesh) - 5th to 7th September, 1968.

A tentative time-table for Commission's meetings from August to November, 1968, was circulated to all Members with the Commission's letter No.8/1/68-NCL. The tentative programme of meetings proposed is as follows:-

- (1) July-August '68 -- Meeting with Members of Parliament.
- (2) September '68. (a) Meeting with eminent persons.
(b) Meeting with organisations/persons who sent their memoranda after Commission's visits to States.
- (3) October '68 (a) Meeting with Central Organisations of Workers and Employers.
(b) Visit to I.L.O., Geneva by Chairman and some Members of the Commission.
- (4) November-December, 1968. (a) Meeting with Ministries of Labour and Finance and Planning Commission.
(b) Meeting with Members of Parliament who may not be available in August '68.
(c) Visit to some important industrial centres by the Chairman.

Conferences.

The Commission convened a Conference of States Chief Inspectors of Factories at New Delhi on 8th and 9th May, 1968. The Conference was inaugurated by the Chairman and thereafter Shri B.C. Ganguli presided

over the Conference.

A Conference of States Statisticians is likely to be held at New Delhi in early September, 1968.

Committees and Study Groups.

Since the 7th meeting of the Commission held on the 3rd January, 1968, the following additional Study Groups/Working Groups have been set up:-

- (1) Study Group for building and construction industry.
- (2) Regional Working Group on Labour Administration (Northern Region).
- (3) Regional Working Group on Labour Administration (Southern Region).
- (4) Regional Working Group on Labour Administration (Western Region).
- (5) Regional Working Group on Labour Administration (Eastern Region).
- (6) Central Working Group on Labour Administration (Central Sphere).
- (7) Study Group for Tribal Labour.

In all, 38 Committees/Study Groups and Working Groups have been set up by the Commission. 21 Study Groups have submitted their reports, of which 9 reports have been printed and circulated to all concerned. The remaining Study Groups are expected to submit their reports within next two months.

Coverage of P&T employees within terms of reference of the Commission and Study Group for them.

The Department of Labour and Employment have advised in consultation with the Department of Communications and the Ministry of Home Affairs that the P&T employees are covered within the terms of reference of the Commission. At this late stage it was considered that there was no point in setting up a Study Group for P&T employees. The P&T employees' unions would be sending their memoranda and the evidence of the Department of Communications has already been recorded by the Commission. This will provide sufficient material regarding the P&T employees.

Committee appointed by the Commission to examine a tentative scheme for presentation of the Commission's report.

The first meeting of the Committee was held at New Delhi on the 3rd January, 1968. Its record of decisions was forwarded to the Members with the Commission's letter No.1(10)/67-NCL(C) dated the 6th January, 1968.

A Paper on the Commission's Tentative Approach was forwarded by Member-Secretary to all Members on the 22nd April, 1968. The Paper 'Tentative Approach' was considered at the second meeting of the Committee held on the 29th May, 1968 at Calcutta. In the light of the discussions at the meeting and Member-Secretary's discussions with some Members, Sections I and II of the Paper were revised. The revised Sections were sent to the Members on the 14th June, 1968 and a note on perspective referred to therein was also sent to the Members on the 15th June, 1968. These will be considered in the Committee's meeting on 3rd July, 1968.

Working of Industrial Tribunals.

A Paper on "Working of Adjudication Machinery in Maharashtra" prepared in the Commission's Secretariat has been circulated to the State Governments for ascertaining the views of industrial tribunals in various states on the points emerging out of the Paper. This will assist the Commission's Secretariat in examining the working of industrial tribunals in various states.

Paper circulated to Members.

A note prepared on 'Cotton Textile Industry' in the Commission's Secretariat was circulated to Members on the 20th May, 1968.

Note on Labour Administration.

A note on Labour Administration prepared in the Commission's Secretariat was circulated to all Members of the Working Groups on Labour Administration.

A list of other Papers circulated to the Members from time to time is enclosed. (Annexure E)

Tabulation Programme.

So far 613 replies to the Questionnaire circulated by us have been received; out of these 310 replies have been mechanically coded. The progress of manual tabulation of these replies in different units is satisfactory.

Progress of action taken on the decisions
of the Seventh Meeting of the Commission
held at New Delhi on the 3rd January, 1968

<u>Decisions</u>	<u>Action taken</u>
<u>Item No.2</u>	
(i) The papers on Labour engaged in quarries, mica labour (Annexure A) should be referred to the Indian Mining Association and to the Federations of labour engaged in mining work for comments before they are considered in the Commission;	The paper on labour engaged in Mica Mines is awaited from the Deputy Labour Commissioner, Government of Bihar. He has been requested to expedite it. The paper on labour engaged in quarries received from the State Government of Rajasthan has been circulated to the Indian Mining Association and Indian National Mine Workers' Federation, Calcutta, for comments.
(ii) Arrangement should be made to get a paper on labour in manganese mining prepared;	A paper on labour engaged in manganese mining has been prepared in the Commission's Secretariat.
(iii) The paper on power-loom industry should be referred to the Textile Commissioner, the Indian Cotton Mills Federation and the Federations of workers engaged in the cotton textile industry;	Two papers prepared by Shri K.R. Aravamuthan, Bombay, have been combined and these are being checked with reference to Ashok Mehta Committee Report on Power-loom and the latest instructions of the Ministries of Commerce and Industrial Development and Company Affairs. Thereafter action as decided by the Commission will be taken.
(iv) On small-scale industries, no Seminar need be arranged. The material available in the 1961 Census volumes should be analysed. The following sources of information should also be studied :	The Census volume contains information only on household industries giving the number of workers employed - household members as well as hired workers. It contains no separate information on small-scale industries.
(a) the studies undertaken by the Research Programme Committee of the Planning Commission;	(a) A note on small-scale industries based on the report of the Research Programmes Committee of the Planning Commission has been prepared and circulated to the Education Officers of the Central Board of Workers' Education. The intention is to secure through the co-operation of these officers information on small industries on the basis of which the Secretariat will prepare a suitable paper for discussion in the Commission.
(b) Information available with the Small-Scale Industries Board.	(b) No particular information on labour as such is available with the Small Scale Industries Board. A rapid study of the labour conditions in small scale industries in various States, which has been entrusted to the Education Officers, is in progress.
After the paper is prepared it should be sent for comments to the Planning Commission, the Small-Scale Industries Board, the Federation of Small-Scale Industries and the State Governments.	

Decisions

Action taken

- (v) A study of labour cooperatives and labour engaged in factories run by cooperatives should be undertaken.

Shri G.J. Oagle, H.M.S.(Maharashtra) has promised to give a detailed note on the subject. It will be examined in the Secretariat in consultation with interests of cooperative organisations.

Item No.3 Setting of Committees/
A Study Groups

- (i) Study Group should be set up for Building and Construction Industry. It is not necessary to set up a Study Group on Ceramics; a paper on the subject should be secured for the Commission through the good offices of Mr. S.R.Vasavada.

A Study Group for Building and Construction Industry was constituted on 6th February, 1968, under the chairmanship of Shri Bagaram Tulpule.

Shri S.R. Vasavada has requested the representatives of the Employers and Employees to prepare a paper on labour in Ceramics. The paper is awaited. The All-India Pottery Manufacturers' Association, Calcutta, has also been requested to supply such material as may be available with them.

- (ii) A paper on contract labour should be prepared.

A paper on contract labour has been prepared in the Commission's Secretariat and will be circulated shortly.

- (iii) A paper on the condition of workers engaged in leather, tanneries and shoe making should be sought from the Secretary of the Wage Board on Leather and Tanneries.

A paper has been received from the Secretary of the Wage Board which is being examined.

- (iv) On items like agricultural labour, forest labour and labour in small industries, arrangements suggested for organising the available information were approved.

Arrangements approved are being followed.

- (v) No Study Group should be appointed for workers engaged in local bodies and municipalities.

[Points (iii) to (v) arose out of the letter which Mr. Ramananda Das had written to the Chairman.]

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Decisions

Action taken

Item No.4 Consideration of a note
circulated by Member-
Secretary on the
4th December, 1967

- (i) Some of the decisions on Item No.4 have already been covered.
- (ii) A tabulation programme should be drawn up for analysing the information available from Cross Tabulation (para 4 of the note). This should be settled by Member-Secretary in consultation with Dr. Baljit Singh.
- (iii) On agricultural labour, the Commission should not convene a separate conference but approach the Ministry of Labour and Employment to hold a Seminar in pursuance of its decision taken at the time of the first agricultural labour seminar in 1965. The material prepared in the Commission on agricultural labour should be sent to the Labour Ministry for getting it scrutinised through the second seminar.
- (iv) A Conference of State Statisticians will be useful. This Conference should be in Simla and the date for it should be fixed in such a way that it should tie up with the Commission's programme in Simla.
- (v) The Reports of the Study Groups should be printed with a suitable foreword from the Chairman. Even before the material is sent for printing, cyclostyled copies of the Study Group reports should be made available to Members for their study.

Tabulation programme settled in consultation with Dr. Baljit Singh is being followed.

Details given in memorandum on Item No.2

It has been suggested to the Department of Labour and Employment that the Seminar may be held in October/November, 1968. A paper for the Seminar is being prepared in the Secretariat in consultation with the Director, Labour Bureau, Simla.

A paper prepared by the Director, Labour Bureau, Simla, was sent to the States Directors of Statistics in March, 1968 for comments. Replies have been received from all States except three. The Conference is likely to be held in September, 1968.

Cyclostyled copies of reports of 21 Study Groups/Committees have been received so far. These were circulated to the Chairman and all Members of the Commission as and when received. Of these, 9 reports have been printed with a suitable foreword from the Chairman and circulated to Chairman, all Members of the Commission, Central Ministries, State Governments, Members of all Committee and Study Groups set up by the Commission, Employers' and Workers' Organisations, Director, I.L.O., New Delhi, Embassies/High Commissions of foreign Governments at New Delhi and the Press.

Decisions

Action taken

(vi) A letter should go from the Chairman to the Chairmen of the Study Groups to expedite their work.

Item No.5 Programme of visit of the National Commission on Labour to Madras, Kerala and Andhra Pradesh States

The Commission will record evidence at Trivandrum on 16th and 17th February, at Madras on 19th and 20th February and at Hyderabad on 21st and 22nd February.

Dates for recording evidence at Lucknow and Patna, subject to the convenience of the State Governments, should be 11th to 15th March.*

The Commission recorded evidence at the Headquarters of the following States on the dates shown against each :

- (1) Trivandrum (Kerala) : 16th - 17th February, 1968
- (2) Madras (Madras) : 19th - 20th February, 1968
- (3) Hyderabad (Andhra Pradesh) : 21st- 22nd February, 1968
- (4) Lucknow (U.P.) : 8th & 9th March, 1968 and 18th April, 1968
- (5) Patna (Bihar) : 15th, 16th & 17th April '68
- (6) Calcutta (West Bengal) : 27th, 28th, 29th & 30th May, 1968

Other matters

- (i) Chairman explained the decisions taken in the meeting of the Committee held in the forenoon. (The details of the decisions are appended).
- (ii) Chairman mentioned the difficulties which were created in some States as a result of poor attendance by Members. He was assured that in all future meetings, the attendance will be adequate.

The decisions taken in the first meeting of the Committee on 3rd January, 1968, are being followed.

There has been good attendance of Members at the States Headquarters visited after January, 1968.

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*It was subsequently discovered that 14th and 15th March will be closed days on account of Holi, an important festival in U.P. and Bihar. The Chairman has, therefore, decided that the visits to Lucknow and Patna will be from 8th to 12th March, 1968.

Decisions

Action taken

- (iii) The Commission also discussed the possibility of inviting representatives from the States, for which no programme of visits has yet been communicated to States, for getting their evidence recorded at Delhi or Bombay. Members felt that since some States have already been visited, it would not be proper not to visit all the States. The number of days for which the Commission should visit a State will, as decided earlier, depend on the number of replies which have to be handled in that State.
- (iv) The observation visits should continue on the same basis as before.
- (v) The additional information received from parties arising out of the evidence recorded at various places is being received in the Commission. It is not necessary to get copies made for being sent to Members. The main headings under which such information is received should be circulated to the Members. In case any Member desires to have a copy of the information for his use, the Secretariat should comply with such demands.
- (vi) The Chairman mentioned that the time-schedule as laid down in the Commission's first meeting may have to be somewhat modified. The Commission should attempt to clear the drafts of the Report by the end of December, failing which this work should be completed by the 26th of January, 1969 at the latest. Thereafter the Secretariat should take about a month for putting the material in proper shape for it to be signed by the Members of the Commission by 28th February, 1969.
- Action is being taken accordingly.
- Observation visits were undertaken in other States accordingly. Details given in Annexure B.
- Information/material received from Haryana, Punjab, Jammu and Kashmir, Maharashtra, Mysore, Gujarat and Rajasthan States has been circulated to the Members.
- Noted.

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Decisions

Action taken

- (vii) To keep to the revised schedule as in (vi) above, it may be necessary for the Commission to meet more often and for longer stretches from October, 1968 onwards.
- (viii) In one of its meetings to be held soon, the Commission should decide its approach to the problems on which it is expected to report. The Secretariat will prepare a draft on the subject and bring it before the Commission after its clearance in the Committee.

A note regarding future meetings of the Commission was circulated to the Members on the 29th May, 1968. More details are given in Memorandum on Item No.2

Member-Secretary circulated a paper "A Tentative Approach" to all the Members of the Commission on 22nd April, 1968.

The Paper was discussed at the Committee's meeting held at Calcutta on 29th May, 1968.

In the light of discussions at the Committee's meeting and subsequent discussions between Member-Secretary and some Members, Sections 1 and 2 of the Paper have been revised and circulated to the Members on the 14th June, 1968. A note on perspective referred to therein was also circulated to the Members on the 15th June, 1968.

The Chairman addressed a letter to all Members on the 5th June, 1968, regarding importance and early consideration of this matter. The next meeting of the Committee will be held at New Delhi on 3rd July, 1968 to consider the Paper and it will be further considered at the Commission's meeting to be held at Bhopal on the 4th July, 1968.

Progress of action taken on the decision
of the Eighth meeting of the Commission
held at New Delhi on 11th March, 1968

Decisions

Action taken

Item No.2 Meeting with Shri
G.D. Birla

The record of discussions with
Shri G.D. Birla is appended.

No action.

Item No.3 Meeting with representatives
of Shri Ram Centre for
Industrial Relations,
New Delhi

The record of discussions with
the representative of the
Centre is appended.

No action.

Item No.4 Any other item with the
permission of the
Chairman

- (1) The Commission's programme of
visit to Patna on 15th and
16th April should stand.
- (2) The Conference of Chief Inspectors
of Factories and the
Commission's meeting for
recording evidence in Delhi
Administration fixed for
29th and 30th April should be
cancelled. Revised dates will
be fixed later.
- (3) The Commission's visit to
Bhopal which was fixed for
12th and 13th March, 1968
should be cancelled. Dates
for Bhopal will be fixed later.

The Commission visited Patna from
15th to 17 th April, 1968.

The Conference of States Chief
Inspectors of Factories was held
at New Delhi on 8th and 9th May,
1968. The Commission's meeting
with Government, Workers' and
Employers' Organisations and
eminent persons in Delhi Adminis-
tration was held at New Delhi on
3rd, 6th to 8th May, 1968.

The Commission will visit Bhopal
from 4th to 6th July, 1968.

The Commission completed its programme of visits to 13 States and Delhi Administration, the details of which are given below:-

S. No.	State visited	State Headquarters visited by the Commission for recording evidence, and dates of meetings	Plants/other places visited and dates of visits.	Reports on visits to plants/other places circulated
1	2	3	4	5
1.	Andhra Pradesh	Hyderabad 21st and 22nd February, 1968	-	-
2.	Bihar	Patna 15th to 17th April, 1968	1. Ranchi 19th Jan. 68 2. Jamshedpur 23rd May, 1968 3. Sindri 24th May, 1968 4. Rani Patra (Dist. Purnea) 16th April, 1968	Letter No. 8/4/68-NCL(C) dated 26.4.68
3.	Delhi Administration.	New Delhi 3rd and 6th to 8th May, 1968.	-	-
4.	Goa	Goa 19th and 20th December, 1967 (Chairman did not visit)		
5.	Gujarat	Ahmedabad 9-11th November, 1967	Surat, Vyara and Forest areas near Vyara 6-7th Nov. 1967 Saurashtra Area 29-31st Jany., 1968	Letter No. 8/4/68-NCL(C) dated 26.4.68
6.	Haryana	Chandigarh 20-21st September, 1967	H.M.T., Panjore and Cement Factory, Surajpur. 21st September, 1967.	

1	2	3	4	5
7.	Jammu & Kashmir	Srinagar 25-26th Sept. 1967.	Jammu 28th September, 1967	
8.	Kerala	Trivandrum 16-17th February, 1968		
9.	Madhya Pradesh		Bhilai 16th - 17th January, 1968	Letter No. 8/4/68-NCL(C) dated 26.4.68
10.	Madras	Madras 19-20th February, 1968	1. Coimbatore 21-22 Dec. 1967 2. Madurai 23rd-24th December, 1967	
11.	Maharashtra	Bombay 19-21st Oct. 1967	1. Nagpur 16th Oct. 1967 2. Poona 18th Oct. 1967	Letter No. 16(8)/67-NCL/ (T.IV) dated 6.11.67
		Bombay 24.1.68	3. Sholapur 25th Jan. 1968 4. Bhayandar (near Bombay) 5. Shrirampur (Dist. Ahmed- nagar) 14-16th May, 1968	Letter No. 8/4/68- NCL(C) dated 26.4.1968 Letter No. 7(29)/67-NCL(C), dated 22.6.68
12.	Mysore	Bangalore 23-25th Oct. 1967	1. Kolar 2. Mysore 26th Oct. 1967 3. Mercara 27th Oct. 1967 4. Mangalore 28th Oct. 1967	Letter No. 7(24)/67-NCL(C) dt. 29.11.67
13.	Orissa		Rourkela 18th January, 1968	Letter No. 8/4/68- NCL-(C), dt. 26.4.68
14.	Punjab	Chandigarh 22-23rd September, 1967		

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| 15. | Rajasthan | Jaipur
13-14th November,
1967 | 1. Kishengarh
2. Ajmer
15th November,
1967 | Letter No.7(26)-
67-NCL(C) dated
16.12.67 |
| 16. | Uttar
Pradesh | Lucknow
8-9th March and
18th April, 1968 | Banaras and
Bhadohi and
villages
nearby
9-10th December,
1967 | Letter No.
7(27)/67-NCL(C)
dated 15.1.68 |
| 17. | West Bengal | Calcutta
27-30th May, 1968 | 1. Chittaranjan
25th May, 1968
2. Durgapur
26th May, 1968
3. Birlapur
28th May, 1968 | |

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ANNEXURE 'C'

Statement showing observation visits made
by Member-Secretary and /Director of Research.

Sr. No.	Name of place and State visited	Date of visit	By whom visited	Reports on visits circulated,
1.	<u>Andhra Pradesh</u> i) Hyderabad	14th July, 1967	Member Secretary	-
	ii) Guntur	23rd February, 1968.	-do-	No.7(32)/67-NCL(C) dated 13.5.68.
2.	<u>Assam</u> Duliajan, Digboi, Namrup, Dibrugarh	19th-24th July, 1967.	-do-	-
3.	<u>Bihar</u> Purnea, Ranchi	10th-13th April, 1968	Member Secretary and Director of Research.	No.7(19)/67-NCL(C) Dated 22.6.68
4.	<u>Gujarat</u> i) Baroda	27th January, 1968	Member Secretary	No.7(21)/67-NCL(C) Dated 19.2.68.
	ii) Saurashtra region	28th January, to 2nd February, 1968	-do-	-
5.	<u>J&K State</u> Pahalgam etc.	23rd to 29th June, 1967.	-do-	-
6.	<u>Madhya Pradesh</u> Betul	7th-8th June, 1968.	Member Secretary and Director of Research	No.7(25)/68-NCL(C) dated 22.6.68.
	<u>Maharashtra</u> Kclhapur.	6th-7th August, 1967.	Member Secretary	No.8(3)/68-NCL(C) dated 27.6.68
8.	<u>Panjab</u> Village in Jullundur Distt.	17th-18th June, 1967	-do-	-
9.	<u>Rajasthan</u> Kota	13th-14th January, 1968	-do-	No.7(26)/67-NCL(C) dated 17.6.68
10.	<u>Uttar Pradesh</u> Gorakhpur	29th-30th December, 1967	-do-	No.7(27)/67-NCL(C) dated 5.2.68
11.	<u>West Bengal</u> Burdwan and Bankura	22nd to 24th May, 1968	Director of Research.	No.8(9)/68-NCL(C) dated 24.6.68

Statement showing details of meetings with
the Central Ministries/Departments and
Public Sector Undertakings under them.

<u>Ministry</u>	<u>Date</u>
1. Ministry of Railways (Railway Board)	2.5.68
2. Department of Communications	"
3. Ministry of Commerce	"
4. Ministry of Transport & Shipping	3.5.68
5. Ministry of Tourism and Civil Aviation	"
6. Ministry of Health, Family Planning and Urban Development	"
7. Ministry of Defence	4.5.68
8. Ministry of Industrial Development and Company Affairs. (Department of Industrial Development)	"
9. Ministry of Irrigation and Power	"
10. Ministry of Works, Housing & Supply	"
11. Ministry of Food, Agriculture, Community Development and Co-operation.	7.5.68
12. Ministry of Petroleum and Chemicals	8.5.68
13. Department of Social Welfare	"
14. Ministry of Steel, Mines and Metals	"

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The following papers have been circulated to the Chairman and Members of the Commission:-

<u>S.No.</u>	<u>Papers</u>	<u>Date of circulation</u>
1.	Article on "Employer - Employees Relationship" by Shri V.V. Giri.	1.9.67
2.	Statement on Labour Policy made by the Minister for Co-operation and Labour in Madras Legislature on 11.7.67.	1.9.67
3.	Article on Profit-sharing by Shri A.V. Desai, Business Economist, Delhi Cloth & General Mills Co. Ltd.	2.12.67
4.	Paper on "The Level of Living Index in Asian Countries - Measurement by a Non-monetary Approach" by Shri Toshiaki Hayashi.	11.12.67
5.	Paper on "Rural Labour in India" by Shri B.N. Datar.	9.2.68
6.	Note on "Growth of Employment in L.I.C." by Shri M.V. Sohoni, Executive Director, L.I.C.	18.3.68
7.	Problems of Union Recognition - Working Paper	23.4.68
8.	Problems of Union Recognition - Seminar Proceedings.	23.4.68
9.	Report of the Committee on "Sharing the Gains of Productivity."	23.4.68
10.	Note on "Problems of Professional management" received from Shri P.L. Tandon, ex-Chairman, Hindustan Levers Ltd., Bombay.	14.6.68
11.	(i) Note on the Outlines of a policy for wages by Shri K.N. Subramaniam.	18.6.68
	(ii) A Few Fundamentals of the Labour Situation by Shri K.N. Subramaniam	
	(iii) Labour Policy in a Developing Economy (4 Parts) by Shri K.N. Subramaniam	
	(iv) Public Interest in Public Utilities by Shri K.N. Subramaniam	
	(v) Misconceptions about Recognition by Shri K.N. Subramaniam.	
12.	Article in the Sunday Times on "The French Revolt - The Uprising of Workers, May 13-25, 1968"	19.6.68

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