

©

REPORT
OF THE
CENTRAL WORKING GROUP ON
LABOUR ADMINISTRATION



NATIONAL COMMISSION ON LABOUR

Printed in India at the Samrat Press, Delhi in 1969.
Published by Manager of Publications, Civil Lines, Delhi-6.

Price : { Inland : Rs. 1.25 P.
Foreign : 2 Sh. 11 d. or 45 Cents.

PDL. 460 (N)
5,000

REPORT
OF THE
CENTRAL WORKING GROUP ON
LABOUR ADMINISTRATION



NATIONAL COMMISSION ON LABOUR

Printed in India at the Samrat Press, Delhi in 1969.
Published by Manager of Publications, Civil Lines, Delhi-6.

Price : { Inland : Rs. 1.25 P.
 { Foreign : 2 Sh. 11 d. or 45 Cents.

The National Commission on Labour appointed the Central Working Group on Labour Administration in order to understand the changes in labour administration in the Central sphere since Independence. This was one of the series of working Groups/Study Groups set up to study the evolution of labour administration in the last twenty years. The Group was required to analyse available information and project its thinking on labour administration in the years to come taking into account the possible effects on the economy of the country.

The views expressed in the report are the views of the Working Group. In examining them for framing its final recommendations, the Commission will attach due importance to these views coming as they do from knowledgeable persons connected with the labour administration. In the meanwhile, the report is being published by the Commission with a view to seeking comments on it from persons/institutions interested in the subject.

The Commission is grateful to the Chairman and Members of the Working Group individually for completing their work within the time limit fixed for them. The Commission is also grateful to all persons/institutions who may have helped the Working Group in reaching conclusions.

P. B. Gajendragadkar
Chairman

**National Commission on Labour,
D-27, South Extension, Part II,
New Delhi-16.**

M E M B E R S

1. **Shri O. Venkatachalam,**
Chief Labour Commissioner
(Central), New Delhi.
2. **Shri M. Subramanyam,**
Director of Mines Safety,
Dhanbad.
3. **Shri S. K. Ghosh,**
Deputy Chairman,
Calcutta Port Commissioners,
Calcutta.
4. **Shri P. M. Narasimhan,**
Joint Director (Establishment),
Railway Board, New Delhi.
5. **Shri S. M. Dikhale,**
Deputy Chairman,
Bombay Dock Labour Board,
Bombay.
6. **Shri I. B. Sanyal,**
Director,
Indian Institute of Labour Studies,
New Delhi.
7. **Shri O. Maheepathi,**
Officer on Special Duty,
Office of the Chief Labour Commissioner (Central)
New Delhi.

CONTENTS

| <i>Chapter</i> | | <i>Page</i> |
|----------------|--|-------------|
| I | Constitution and Functioning of the Working Group | 1 |
| II | Machinery for Labour Administration | 4 |
| III | Labour Inspectorate | 14 |
| IV | Labour Management Relations | 53 |
| V | Labour Judiciary | 75 |
| VI | Labour Welfare and Voluntary Arrangements | 78 |
| VII | Labour Administration in Government Owned and Public Sector Undertakings | 85 |
| VIII | Some Problems of Labour Administration | 92 |
| IX | Summary of Conclusions and Recommendations | 99 |
| X | Acknowledgements | 112 |

Annexures

| | | |
|-------|--|-----|
| I-A | Organisational Chart of the Chief Inspector of Mines in India (1947). | 113 |
| I-B | Organisational Chart of the Directorate General, Mines Safety (1967). | 114 |
| II | Organisational Chart of the Directorate General of Factory Advice Service and Labour Institutes (1968). | 115 |
| III-A | Organisational Chart of the Chief Labour Commissioner (Central) (1945). | 116 |
| III-B | Organisational Chart of the Chief Labour Commissioner (Central) (1968). | 117 |
| III-C | Strength of Different Categories of Officers in the Chief Labour Commissioner's Organisation in 1947, 1957 and 1967. | 118 |
| III-D | Details of Functions of Officers of Chief Labour Commissioner's Organisation. | 119 |

(*)

| | | |
|-------------|--|------------|
| IV | Model Procedure for Disciplinary Action. | 122 |
| V | Labour Forums--Constitution & Functions. | 126 |
| VI-A | Names of Secretaries in charge of the Ministry/Department of Labour from 15th August, 1947 to 31st March, 1967. | 130 |
| VI-B | Names of officers who held the post of Chief Labour Commissioner (Central) from August, 1945 to date. | 130 |
| VI-C | Names of Officers who held the post of Chief Inspector of Mines (D.G., Mines Safety) from 1946 to date. | 131 |
| VI-D | Names of Officers who held the post of Chief Advisor, Factories (D. G. FASLI) from 1948 to date. | 131 |