

STUDY GROUP FOR HEAVY CHEMICALS



NATIONAL COMMISSION ON LABOUR

Printed in India By M/s Samrat Press, Delhi in 1968.
Published by Manager of Publications, Civil Lines, Delhi-6.

Price { Inland : Rs. 0.70 P.
Foreign : 1 Sh. 5 d. or 26 Cents.

FOREWORD

The National Commission on Labour appointed the Study Group for Heavy Chemicals in its attempt to understand the changes in conditions of Labour in that industry since Independence. This was one of the series of Study Groups set up for different industries. The Study Group was required to analyse available information and project its thinking on labour problems in Heavy Chemicals for the years to come taking into account the possible developments in the industry.

The views expressed in the report are the views of the Study 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 in the Heavy Chemicals industry. 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 development of that industry.

The Commission is grateful to the Chairman and Members of the Study 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 Study Group in reaching conclusions.

(P.B. Gajendragadkar)
Chairman.

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

MEMBERS

Dr. G.S. Kasbekar,
Managing Director,
Hindustan Organic Chemicals Ltd.,
P.O. Rasayani, Distt. Kolaba,
Maharashtra.

Shri J.I. Mehta,
General Manager-Personnel,
Union Carbide India Ltd.,
Post Box No. 2170,
Calcutta-1.

Shri C.R. Das,
Shriram Vinyl & Chemical Industries,
Shrirampur,
Kota (Rajasthan).

Shri C.S. Rangarajan.
Chemicals Employees' Association,
Mettur Dam R.S.

Shri V.A. Khanolkar,
Chemical Mazdoor Sabha,
115, Satyagiri Sadan, Dadar Main Road,
Bombay-14.

Shri Salil B. Mehta,
C/o Tata Industries Ltd.,
Chemicals Division, Bombay House,
Bruce Street, Fort, Bombay-1.

Shri P.S. Palande,
Administrative Officer,
Hindustan Organic Chemicals Ltd.,
P.O. Rasayani, Distt. Kolaba,
Maharashtra.

Shri D.M. Trivedi,
President,
Indian Chemical Manufacturers' Association,
India Exchange,
Calcutta-1.

PREFACE

In order to assist the National Commission on Labour in its work, several Study Groups dealing with specific topics were constituted and the Study Group for Heavy Chemicals Industry was one such panel. The Study Group was expected to cover in its scope of enquiry all the topics of labour policy within the purview of National Commission on Labour, in so far as they relate to Heavy Chemicals Industry. But the Study Group, right from the start, set for itself certain confines within which framework it would work as it was considered unnecessary to deal with aspects which were identical or common with other industries and thus covered by other panels. This naturally narrowed down, to a considerable extent, both the scope of enquiry as also the nature of recommendations. The effort of the Group was to concentrate on matters pertaining to Heavy Chemicals Industry to the maximum extent possible.

2. Though on the whole the effort of the Group was to make recommendations only with special reference to the Heavy Chemicals Industry, certain interesting points which came up during our discussions have also been incorporated in the report, though they are not strictly restricted to the Heavy Chemicals Industry.

On certain matters, owing to the radically different views of some of the members, it was not possible to make unanimous recommendations and therefore the Study Group thought it fit merely to report the gist of discussions without making any recommendations so that the Commission is aware of the various viewpoints presented by the members. This of course is true in respect of certain aspects only and on most of the other subjects the Group has made recommendations acceptable to all the members. On certain matters the Group has presented more than one alternative so that the Commission could get the points examined further in a broader perspective and can arrive at a proper solution. On certain points, rather than any recommendation as such, the Study Group has merely thrown out suggestions for further scrutiny. This is as per the Terms of Reference where the Study Group was expected to pose certain problems for the consideration of the Labour Commission.

(ii)

Before concluding, I must make reference to the most willing co-operation extended by the members of the Study Group themselves. All of them are busy with their own work. It is a measure of great interest evinced by them in the work of the Study Group that in spite of the pressure of their own work, they not only found time to attend almost all the meetings, but also took pains to prepare their own papers and to comment after careful study, on similar papers presented by others. Without the very active co-operation of these members, the work of the Study Group would have been impossible.

Rasayani,
29th April, 1968

(DR. G.S. KASBEKAR)
Convenor, Study Group for
Heavy Chemicals, National
Commission on Labour and
Managing Director,
Hindustan Organic Chemicals
Limited,
Rasayani.

CONTENTS

	<i>Pages</i>
1. Report of the Study Group for Heavy Chemicals	(i) — (vii)
2. Chapter I — Working and Recommendations	1 — 16
3. Chapter II — Introductory	17 — 38
4. Chapter III — Recruitment and Induction	39 — 47
5. Chapter IV — Conditions of Work	48 — 57
6. Chapter V — Trade Unions and Employers' Organisations	58 — 61
7. Chapter VI — Industrial Relations	62 — 67
8. Chapter VII — Wages in Heavy Chemicals Industry	68 — 81
9. Chapter VIII — Incentive Schemes and Productivity in Chemical Industry	82 — 86
10. Chapter IX — Social Security and Labour Legislation	87 — 95