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STUDY-GROUP FOR HEAVY ENGINEERING



NATIONAL COMMISSION ON LABOUR

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FOREWORD

The National Commission on Labour appointed the Study Group for Heavy Engineering Industry 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 the Heavy Engineering industry 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 Engineering 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 its Conclusions.

(P.B. Gajendragadkar)
Chairman.

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*Letter from the Convener, Study Group for Heavy Engineering
to the Member-Secretary, National Commission on Labour.*

Office of Shri R.S. Pande,
Convener, Study Group for Heavy Engineering,
National Commission on Labour,
c/o The Tata Iron & Steel Co. Ltd., Jamshedpur.
12th November, 1968.
My dear Datar,

Report of the Study Group for Heavy Engineering.

I enclose 50 copies of the Report of the Study Group for Heavy Engineering. I am glad to inform you that the Report is unanimous. Though Shri C.E. Cargin had left India, he was good enough to go through our Report and sent his general concurrence with it. We missed Shri Mohammed Elias at our meeting on the 1st and 2nd November, 1968, as he felt obliged to send his resignation dated the 1st November, 1968, for some reasons not connected with our work.

2. At the time of signing of the Report in Calcutta on the 2nd November, 1968, Shri Ram Desai, one of the members stated that he would send a short note to be added to the chapter on Incentive and Productivity. This was expected last week, but since we have not received his note yet, I am not holding up the submission of the Report. As and when this is received from Shri Ram Desai, I shall forward it to you.

3. At the meeting held in Delhi on 21st September, 1968, some of the members had felt that we should include a chapter on 'Wages' in our Report. Earlier, we had thought that we should not deal with this subject as there was already a Wage Board for the engineering industries specially constituted for this purpose. It was ultimately decided that I should make a reference to you, and if the Commission feels that our group should deal with 'Wages in heavy engineering industries', we could take up the study and submit a supplementary Report in due course.

4. I regret any inconvenience caused to the Commission for the delay in the submission of our report.

With kind regards,

Yours sincerely,
Sd/- R.S.Pande.

Shri B.N. Datar.,
Member-Secretary,
National Commission on Labour,
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ACKNOWLEDGEMENT

On behalf of the Study Group on Heavy Engineering, we should like to place on record our thanks to Shri B.N. Datar, Member-Secretary of the National Commission on Labour for his valuable advice and suggestions from time to time. We are also thankful to Shri O.N. Mishra, Joint Secretary, Ministry of Industrial Development and Company Affairs, Government of India, for his help. We thank the various companies which willingly responded to our questionnaire and gave us all the information that we wanted in connection with our study. In particular, mention may be made of the Engineering Association of India and the Indian Engineering Association.

2. We also wish to place on record our thanks to the Tata Iron and Steel Company, Limited, which placed its resources at our disposal for carrying out the office work of the Group and for holding our meetings in Jamshedpur, Calcutta and Delhi. Shri R. Chib, Executive Assistant to Resident Director (Administration), Tata Steel, assisted us throughout as Secretary of the Group, and he was ably assisted in the secretarial work by Shri L. Prasad of the Resident Director (Administration)'s Office at Jamshedpur. We thank them for their very sincere co-operation and ungrudging help.

3. On my own behalf, I would like to express my grateful appreciation of the valuable co-operation extended to me by my colleagues in the Group. Our meetings were very well attended and discussions most free and frank. I should like to make particular mention of the trouble taken by Shri S. K. Datta, Shri C. E. Cargin, Shri Gopeshwar, Shri A. N. Singh and Shri D. N. Ghose in preparing Draft Reports in respect of some of the subjects dealt with by us. We also got valuable help in this regard from Shri S. Narayanaswami of TELCO.

4. We were sorry to miss Shri C. E. Cargin towards the end of our deliberations as he had by then left India, but he was good enough to go through our Report, and sent his general concurrence with it. His contribution to our work was very significant.

5. We were also sorry to miss Shri Mohammed Elias at our meeting on the 1st and 2nd November, 1968, as he felt obliged to send his resignation dated the 1st November, 1968, for some reasons not connected with our work. Shri Elias had taken very keen interest in the work of the Group, and gave many valuable suggestions.

(R. S. Pande)

Convener

**STUDY GROUP FOR HEAVY ENGINEERING,
NATIONAL COMMISSION ON LABOUR.**

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