

PDL. 432 (N)
5,000

**REPORT
OF THE
STUDY GROUP FOR
OIL REFINING AND DISTRIBUTION**



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. 0.85 P.
Foreign : 2 Sh. or 31 Cents

F O R E W O R D

The National Commission on Labour appointed the Study Group for Oil Refining and Distribution in its attempt to understand the changes in conditions of labour in this sector of activity in the country since Independence. This was one of the series of Study Groups set up for different industries/activities. The Study Group was required to analyse available information and project its thinking on labour problems in oil refining and distribution for the years to come taking into account the possible developments in the field.

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 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 conditions of labour in oil refining and distribution.

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

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

MEMBERS

1. Shri N.N. Kashyap,
Chairman,
Indian Oil Corporation Ltd.,
Link House, 4th Floor,
B.S. Zafar Marg,
New Delhi-1.
2. Shri M.R. Idgunji,
Industrial Relations Adviser,
Burmah-Shell,
Bombay.
3. Shri K. Krishnamurty,
Employee Relations Manager,
Esso Standard Refining Company of India Ltd.,
Bombay.
4. Shri V. H. Dhopeswarkar,
Chief Personnel Officer,
I.O.C. (Marketing Division),
254-C Annie Besant Road,
Bombay-22 DD.
5. Shri G. Sundaram,
General Secretary,
All India Petroleum Workers' Federation,
34, Sewree Cross Road,
Sewree, Bombay-15.
6. Shri Raja Kulkarni,
General Secretary,
National Federation of Petroleum Workers (India),
22, Military Square Lane,
Fort, Bombay-1.
7. Shri V.P. Baliga,
Senior Personnel Officer,
I.O.C. (Refining Division),
Link House, B.S. Zafar Marg,
New Delhi-1.

TABLE OF CONTENTS

| | Pages |
|--|-------|
| Preamble | 1 |
| Introduction | 3 |
| Chapter 1—Recruitment and Induction | 5 |
| Chapter 2—Conditions of Work | 11 |
| Chapter 3—Trade Unions and Employers Organizations | 19 |
| Chapter 4—Industrial Relations | 26 |
| Chapter 5—Wages | 30 |
| Chapter 6—Incentive Schemes and Productivity | 31 |
| Chapter 7—Social Security | 32 |
| Chapter 8—Industrial Legislation | 37 |
| Chapter 9—Labour Research and Information | 38 |
| | |
| Annexure I—Number of employees employed in the oil industry | 39 |
| Annexure II—Quantum of leave in the oil industry | 40 |
| Annexure III—Accidents in the oil industry | 42 |
| Annexure IV—Industrial Disputes in the oil industry | 43 |
| Annexure V—Salary scales and job classifications | 44 |
| Annexure VI—Gratuity rules in the oil industry | 83 |