### OF THE

# STUDY GROUP FOR WAGE POLICY



## L COMMISSION ON LABOUR

India at the Samrat Press. Delhi in 1969. Ianager of Publications, Civil Lines, Delhi-6.

Price: | Inland : Rs. 1.10 P Foreign : 2 Sh. 7 d. or 40 Cents.

### REPORT

OF THE

# STUDY GROUP FOR WAGE POLICY



## MATIONAL 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. 1.10 P. Foreign : 2 Sh. 7 d. or 40 Cents.

### FOREWORD.

The National Commission on Labour appointed the Study Group for Wage Policy in its attempt to assess the adequacy or otherwise of wage policies being pursued in the years since Independence. This was one of the series of groups set up by the Commission to cover important areas of its terms of reference. The Study Group was required to analyse available information and project its thinking on problems relating to wage policies in the years to come taking into account the possible developments in the economy of the country.

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 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 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. Gajendragacka; Chairman

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

#### **MEMBERS**

- Prof. D.T. Lakdawala, University of Bombay, Bombay.
- 2. Dr. F. A. Mehta, Tata Industries, Bombay House, Fort, Bombay 1.
- 3. Dr. C. K. Johri,
  Shri Ram Centre for Industrial
  Relations, 5 Pusa Road,
  New Delhi 5.
- 4. Dr. D. R. Khatkhate,
  Economic Department,
  Reserve Bank of India,
  Post Box No. 1036,
  Bombay 1.
- 5. Shri Dinoobhai Trivedi, Textile Labour Association, Gandhi Majoor Sevalaya, P. B. No. 110, Bhadra, Ahmedabad.
- 6. Shri S. D. Punekar,
  Tata Institute of Social Sciences
  Sion-Trombay Road, Chembur,
  Bombay 71 (As.)
- 7. Dr. L.K. Deshpande, 199, Vishwas, Sir P. M. Road, Vile Parle (East), Bombay-37 A.S.

#### CONTENTS

	= = - · ·	
Section		Page
	Introduction	1
1	Wages Policy in the Perspective	
	of Planned Economic Growth	4
11	Trends in Employment,	
	Unemployment and Wages	15
III	Minimum Wage	23
IV	Dearness Allowances	39
V	Conclusion	67
	A Note of Dissent by	
	Shri Dinoobhai Trivedi	70
	A Rejoinder by Shri D.T. Lakdawala	
	to the Note of Dissent by	
	Shri Dinoobhai Trivedi	100
	A Note of Dissent by Dr. C.K. Johri	106
	A Rejoinder by Shri D.T. Lakdawala	
	to the Note of Dissent by Dr.C.K. Johri	123-