REPORT

OF THE

STUDY GROUP ON INDUSTRIAL RELATIONS (Northern Region)



L COMMISSION ON LABOUR

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

{ Inland: Rs. 0.50 P. { Foreign: 1 Sh. 2 d. or 18 Cents.

REPORT

OF THE

STUDY GROUP ON INDUSTRIAL RELATIONS (Northern Region)



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: 0.50 P.

Foreign: 1 Sh. 2 d. or 18 Cents.

FOREW

The National Commission on Labour appointed the Study Group on Industrial Relations for the Northern Region comprising Uttar Pradesh, Rajasthan, Punjab, Haryana, Jammu & Kashmir, Himachal Pradesh and the Delhi Administration in its attempt to understand the state of industrial relations in that region since Independence. This was one of the four Study Groups set up for building up a picture of industrial relations in different regions. The Study Group was required to analyse available information and project its thinking on typical labour problems in the area taking into account the possible industrial developments in the region.

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 industrial relations in the region.

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

- Shri V.K.R. Menon, C-11/16, Safdarjang Development Area, Bhim Nagar, New Delhi-3.
- Dr. K.N. Vaid,
 Shri Ram Centre for Industrial Relations,
 Pusa Road, New Delhi-5.
- 3. Dr. T.N. Kapoor,
 Department of Commerce & Business Management,
 Punjab University, Chandigarh-14.
- 4. Dr. P.D. Shrimali,
 Joint Director,
 Labour Research Centre, Department of Economics,
 Lucknow University, Lucknow.
- Shri D. Durgawat,
 General Secretary,
 I.N.T.U.C. Rajasthan Branch, Sansar Chandra Road,
 Jaipur-1.
- Shri Y.D. Sharma,
 General Secretary,
 Delhi State Committee of AITUC,
 15, Jog Dayal Building, Opp. State Bank of India,
 Chandni Chowk,
 Delhi.
- Shri M.L. Khullar,
 Employers' Association of Northern India, 14/77, Civil Lines,
 Post Box No. 344, Kanpur.
- Shri M.A.M. Rao, Joint Director, National Commission on Labour, D-27, South Extension, Pt. 11. New Delhi-16.

CONTENTS

Chopt	27	Page
	PART I-INTRODUCTORY	
1	General	4
n	Trade Unions and Employers'	
	Organisations	10
m	The Present System of Industrial	
	Relations—An Assessment	15
	PART II-SUGGESTIONS AND RECOMMENDATIONS	
IV	Trade Unions	24
V	Industrial Relations	39
V3	Summary of Recommendations	49