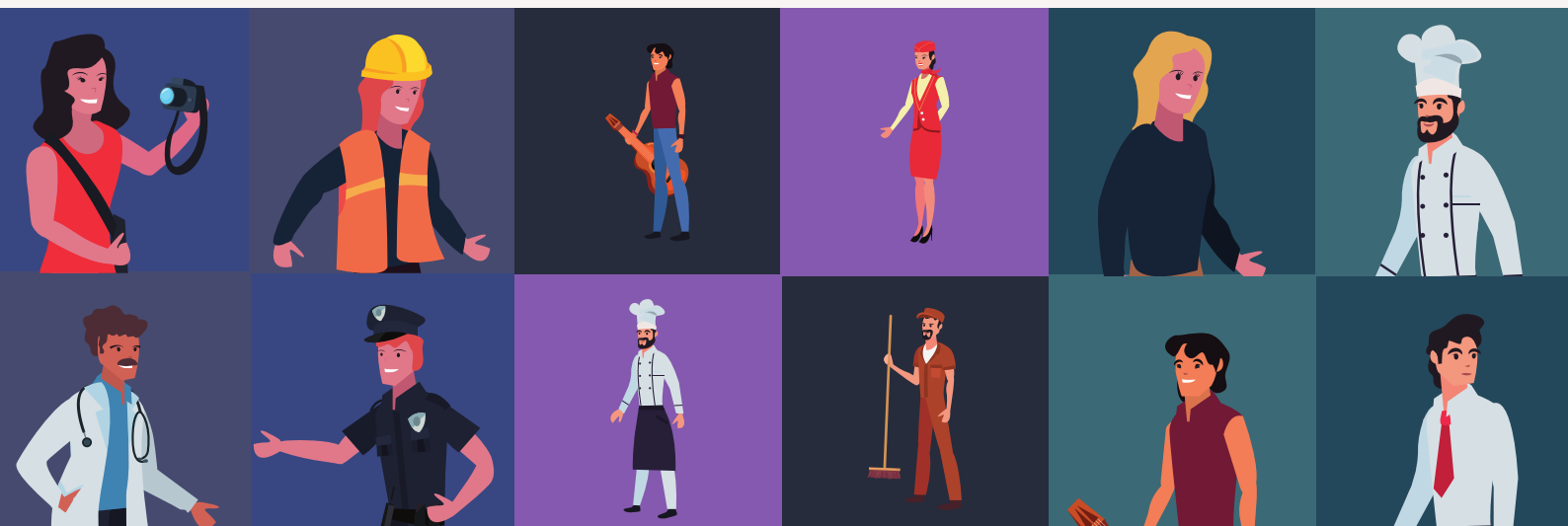




# Introduction to Labour Legislation and Industrial Relations

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Prof. Harshal A. Bendre



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# Introduction to Labour Legislation and Industrial Relations

*Authored By:*

**Prof. Harshal A. Bendre**

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## Preface

The law relating to Labour and employment in India is primarily known under the broad category of "**Industrial Law**". Industrial law in this country is of recent vintage and has developed in respect to the vastly increased awakening of the workers of their rights, particularly after the advent of Independence. Industrial relations embrace a complex of relationships between the workers, employers and government, basically concerned with the determination of the terms of employment and conditions of labour of the workers. Escalating expectations of the workers, the hopes extended by Welfare State, uncertainties caused by tremendous structural developments in industry, the decline of authority, the waning attraction of the work ethics and political activism in the industrial field, all seem to have played some role.

The history of labour legislation in India is naturally interwoven with the history of British colonialism. The industrial/labour legislations enacted by the British were primarily intended to protect the interests of the British employers. Considerations of British political economy were naturally paramount in shaping some of these early laws. The earliest Indian statute to regulate the relationship between employer and his workmen was the Trade Dispute Act, 1929 (Act 7 of 1929). Provisions were made in this Act for restraining the rights of strike and lock out but no machinery was provided to take care of disputes.

The original colonial legislation underwent substantial modifications in the post-colonial era because independent India called for a clear partnership between labour and capital. The content of this partnership was unanimously approved in a tripartite conference in December 1947 in which it was agreed

that labour would be given a fair wage and fair working conditions and in return capital would receive the fullest cooperation of labour for uninterrupted production and higher productivity as part of the strategy for national economic development and that all concerned would observe a truce period of three years free from strikes and lockouts. Ultimately the Industrial Disputes Act (the Act) brought into force on 01.04.1947 repealing the Trade Disputes Act 1929 has since remained on statute book. And thus the Labour Legislation in India has emerged.

In this Literature, we will discuss the major Labour Laws in India in brief and the concept of Industrial Relations that will help to enhance the knowledge related to Legal Aspects in Industries.

**Prof. Harshal A. Bendre**

## **Acknowledgment**

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**Prof. Harshal A. Bendre**

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## ABOUT THE BOOK

In this book, it is discussed the major Labour Laws in India in brief and the concept of Industrial Relations that will help to enhance the knowledge related to Legal Aspects in Industries. Labour law plays an important role in governing the between the workman and the employers. It was implemented in the Indian legal system to protect the interests of the employees and safeguard them from being exploited by employers. The rights of the employees, their wages, holidays, demands, unions, and many more are governed by the labour laws of India. It plays a crucial role in building a connection between the workmen and the government.

“Industrial Relations” refers to all types of relations between employers and workers, be they at national, regional or company level; and to all dealings with social and economic issues, such as wage setting, working time and working conditions. Each industrial relations system is grounded in the national historical, economic, and political context and therefore differs from country to country. As part of industrial relations, social dialogue is key for communication and information sharing; for conflict prevention and resolution; and for helping overcome work-related challenges. Social dialogue has demonstrated its potential as an instrument for democratic governance and participation; a driver for economic stability and growth; and a tool for maintaining or encouraging peaceful workplace relations.



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