CHAPTER- 3

Industrial Relations System in India

Introduction

Industrial relations System play a crucial role in establishing and maintaining industrial democracy. The industrial relations system in one country cannot be transplanted to another country, even the industrial relations system of one company in one country cannot be transplanted to its branch in another country. Same is the case of the subsystems of an industrial relations such as trade unions structures, labour laws, and other institutional frameworks. In India, industrial relations system has passed through several stages. A number of factors-social, economic, legal, cultural and political-have influenced industrial relations in India. The chapter deals with the historical perspectives of industrial relations systems and its various changing dynamics even in economic reforms era.

Pre-Independence Period of Industrial Relations System

In the pre-independence days, workers were 'hired and fired', as the principle of demand and supply governed industrial relations. The employer was in a commanding position and the conditions of employment wages were very poor. The relationship between the employers and workers during the period could be said to be the masters and servants. Workers’ organisations during the period were either non-existent or in the nascent stage of emergence. A few workers’ organisations that came to be set up during the period were mainly Philanthropic organisations and lacked element of modern union. When these conditions continued despite the efforts of leaders, it paved the way for revolutionary movements. However, even till the end of the First World War, the trade union movement had not emerged. There were hardly any laws to protect the interests of workers except the Employers and Workmen (Disputes) Act, 1860, which was used to settle wage disputes. Most of the labour laws enacted during the period such as Workmen’s Breach of Contract Act, 1859, Employers and Workers (Disputes) Act, 1860, Assam Labour Emigration Acts (1863-1901) were primarily intended to serve the interests of British employer. A notable feature of the then existing industrial relations in the country was the role of Jobbers or Sardars.

After the First World War, the industrial relations concept assumed a new dimension in the sense that workers now resorted to violence and employers to lockouts. There were numerous strikes and disturbances during 1928-29. As a result, the government
enacted the Trade Disputes Act, 1929, to enhance the early settlement of industrial disputes. Prior to this act, government enacted Trade Unions Act, 1926 to regulate the emerging trade unions. This was based on the British Industrial Courts (BIC) Act, 1919. The Trade Disputes Act, 1929, differed from the BIC Act in that it did not provide for any standing machinery for the settlement of disputes. However, it was found that neither the Central government nor the State governments made adequate use of this law.

In 1938, in order to meet the acute industrial unrest prevailing then, the Bombay government enacted the Bombay Industrial Relations (BIR) Act. For the first time permanent machinery, called the Industrial Court, was established for settling disputes. This was replaced by the BIR Act, 1946, which was amended in 1948, 1949, 1953 and 1956. Soon after the Second World War, India faced many problems, such as rise in the cost of living, scarcity of essential commodities, high population growth rates, massive unemployment, increasingly turbulent industrial relations situation, etc.

Post-independence Period of Industrial Relations System

After India attained independence, one of the significant steps taken in the field of industrial relations was the enactment of the Industrial Disputes Act, 1947, which not only provides for the establishment of permanent machinery for the settlement of industrial disputes but also makes these awards binding and legally enforceable.

Besides the Industrial Disputes Act, in December 1947, an industrial conference was held in India, where an appeal was made to labour and management in the form of an Industrial Truce Resolution to maintain industrial harmony.

Another development in the immediate post-Independence period was the setting up of the Indian Labour Conference (ILC), a tripartite body to look into IR problems in India. It was constituted with the objective of establishing co-operation between the government, the employers and the trade unions.

It held its first meeting in August 1942. It met once a year to discuss problems relating to labour-management relations. The various points of view regarding a particular issue were discussed and recommendations made which were subsequently formulated in the form of legislation. However, since the early 1970s the Indian Labour Conference met only sporadically, depending on the issues and concerns of the Labour Ministry.

An important characteristic feature of IR in the post-Independence period was the
change in the Government's attitude towards labour and their problems. Many labour laws were enacted to protect the interests of industrial workers during 1947 to 1956. These laws cover many issues concerning labour, such as seniority, wage rates, paid holidays, disciplinary matters, social security, etc. However, in 1957, the emphasis shifted from legal enactments to voluntary arrangements. "In fact, the period between 1957 and 1965 can be regarded as an attempt to move away from legalism to voluntarism which had dominated IR in India. As a result, the Code of Discipline was introduced in 1958. It enjoins on parties to refrain from taking unilateral action on industrial matters. But unfortunately, the code has a limited success and also a limited use. It was to serve somewhat as a moral guideline rather than a legal enactment. As a result, the government relied on legislation to regulate labour-management relations. It tried to structure the plant level IR machinery in the form of works committees/joint management councils (JMCs). Apart from the ones already mentioned, several other solutions were sought to solve IR problems. Some of them were recognition of unions, grievance procedure for workers and worker's participation schemes.

Subsequent to this period, many political and international events affected the course of industrial relations. One must remember that the political factor cannot be delinked with the industrial relations situation. Each government in power identifies priorities in terms of what it would like to do. There was only a short period-immediately after the Chinese Aggression in 1962 - during which there was a consolidation of different viewpoints. But with Nehru's passing away in 1964 the phalanx-like structure of the Congress Party started eroding. Between 1962 and 1971 India fought three wars, one with China and two with Pakistan. Added to this was the difficult economic situation. In 1966, the National Commission of Labour (NCL) was appointed by the government to look into labour matters and make recommendations. It submitted its report in 1969.

Some of the significant recommendations of NCL were processed by ILC and the Standing Labour Committee in 1970 and 1971 respectively and the major policy decisions were taken up for implementation. Some of these recommendations relate to the statutory recognition of a representative union as the sole bargaining agent to be determined by the verification of paid membership and the appointment of industrial relations commissions (IRCs) in the States and the Centre instead of present tribunals. These recommendations were, however, never implemented, though some of them are in various stages of implementation, as for instance those relating to workers training, induction and education, working conditions, social security, labour administration, etc.
The early 1970s witnessed considerable industrial strife and loss of a large number of man-days. A significant trend during this period was the fact the ILC, which was active till 1971, did not meet from 1972 to 1976. When Emergency was declared in June 1975, the National Apex Body (NAB) was set up in place of the tripartite ILC in consonance with the government's 20-point programme. The National Apex Body and some State Apex Bodies (SABs) were bipartite in composition. The National Apex Body consisted of 23 members (12 representing workers and 11 representing employers). It met six times during 1976 for reviewing industrial relations and labour matters, with the government acting as an arbitrator. (These bodies did not have a long tenure. During the Janata government, they were abolished and the ILC was revived once again in May 1977.) During Emergency (1975-77), there was considerable tightening of discipline in the industrial as well as general environment. However, after the Emergency with the change in the political leadership, there followed a period of reconciliation and active trade union activity. The Janata Government set up a number of committees to review industrial relations practices. For instance, there was a tripartite committee on workers' participation and a draft Industrial Relations Bill (1978) (see Appendix 11). The latter Bill was to streamline some of the persistent IR problems.

At the plant level, IR has become highly regulated. There are several labour laws which have to be complied with and therefore to some extent Indian IR is dominated by legalists. Many of these laws reflect the government's socialistic orientation. On the other hand, the Government also made efforts, in addition to management and union attempts in several cases, to promote a bipartite collective bargaining situation. In fact, there are many instances of companies having a harmonious and strong bipartite relationship e.g. in the steel industry.

In the late 1970s and early 1980s, industrial relations in India were characterised by violence (especially in the Thana Belapur area and in Modinagar). For instance, on June 29, 1981 the President of the HMS Workers' Union was beaten and murdered and on the same day another worker was murdered *(India Today*, July 1 to 15, 1981, p. 26). On July 14, 1981 the Managing Director of Bombay Tyres Company was assaulted. In another incident a worker of Wellman India, a company in the Thana area, was murdered *(Business India*, Sept. 28, Oct. 11, 1981, p. 40-51). Besides these instances, newspapers and their reports indicate violence in labour-management relations.

Impatience to have quicker settlements and rising expectations are the main reasons why workers are resorting to violence. They are fast losing confidence in the establishment
and are getting impatient with the weak collective bargaining situations prevailing, where every problem is taken to government labour machinery and courts, which take a long time to resolve the issues. Some figures state that the backlog of unresolved industrial disputes rending with the government is an astounding 70,000.

Other reasons, why workers are resorting to violence are:

(i) the government's inability to maintain the price level, which is a critical factor in maintaining industrial harmony (price levels are rising at the rate of 15 to 20% annually);

(ii) its inability to provide an effective machinery for the speedy resolution of industrial disputes; and

(iii) its management of the industrial sector with its plethora of controls on production, the licensing procedures, the price controls on a wide range of commodities, the high rate of taxation and the restrictions on imports, which have led to the squeezing of its profitability. These factors have also inhibited industrial growth, which in turn has curtailed the capacity of the industrial sector to meet the legitimate demands of the working class.

To meet the situation of industrial strife, on 26th July 1981, the Government issued an ordinance to ban strikes. A new law, called the Essential Services Maintenance Act (ESMA), was also promulgated. With this, the government now has wide-ranging powers to intervene in industrial relations. This law incensed the trade union a great deal and as a result major trade unions of India observed a Bharat Bandh on 19th Jan. 1982. Workers in industrial establishments, banks, life insurance companies and general insurance companies abstained from work on that day. (Times of India, 21st Jan., 1982)

The Essential Services Maintenance Act empowers the government to ban strikes, lay-offs and lockouts in what it deems to be "essential services". It also empowers the government to punish any person who participates or instigates a strike which is deemed illegal under ESMA.

**Industrial Relations System after Economic Reforms Era Since July 1991.**

The new economy resulting from globalization policies the concern for protectionism stands reduced to the minimum and industry is increasingly exposed to the rationality of global competitive forces. Employers constantly face pressure to achieve higher
standards of performance to survive in the environment that is competitive at the global level. The focus is on getting more for less in manufacturing as well as service sectors. Generation of new knowledge, and global implication of business operations are necessary aspects of the new economy. Capital, labour, raw materials, management, information, technology and markets are organized on a global scale, either directly or through a network of linkages between economic agents. These developments have fundamentally questioned the basic premises on which industry was working in most parts of the world before, but perhaps a greater area of concern all around is the fate of the industrial relations (IR) frameworks that have been rooted in different types of protectionism in various parts of the world so far. The most direct impact of the changed scene is the increased vulnerability of the workers’ interest in the labour-management power dynamics. It reflects considerable shifts in the assumptions of these relations. It is not a case of simple shift in power from labour to employers especially because mortality of organizations in the new economic scenario is also on the rise. Power shift is taking place at several levels, both covert and overt. This shift has its causal roots in the changes in various contexts of industrial working in the new economy. The perceived benefits of globalisation were summarized by the 2nd National Commission on Labour (2002).

The factors influencing changes in IR in the era of globalisation; the nature of change taking place in the resultant IR agenda; the structural framework of IR laws in India and its compatibility with the new realities; and the dynamics involved in balancing the needs of efficiency and social justice in the emergent scenario. It also foresees the likely impact these developments will have on the power equilibrium in labour-management relations especially in the Indian private sector. It is argued that since labour collectives can’t survive without state support-and unionism is an accepted human right too, which too is on the agenda of all those wanting restoration of countervailing power in society-third world countries need to involve themselves proactively in protecting the institution of trade unions. This can be done simultaneously along with facilitating the employers’ attempts to promote HRM philosophy that they are adopting as one of the main strategies of building organizational effectiveness. (See details in Chapter-Recent Trends of IR and Changing Role of Actors)

Some Problems of Trade Unionism in India

One of the major problems of the Indian trade union movement is the fragmentation of unions. Several unions, associated with different political parties and groups, have entered
the national scene. There are Congress unions, Communist unions and Socialist unions not only in the same local area in an industry but also in the same factory or establishment.

The non-existence of legal provisions for the recognition of unions (except the BIR Act and the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices) makes for fragmentation of unions and consequent inter-union rivalry. Moreover, the possibilities of easy recognition of unions under Indian law, however small the following, precludes any constraints on such unions.

This multi-unionism has posed a serious threat to industrial harmony in India. In its efforts to meet this problem, the government has evolved the Code of Discipline which provides that a union can claim recognition if its members comprise 25 per cent of the total workers in that industry. But the controversy here relates as to how the membership of rival unions should be verified, whether it should be using the method of membership verification or secret ballot. Another way to end these problems is to grant recognition to the most representative union. The National Commission of Labour also made some recommendations for the statutory recognition of a representative union although they have not yet been implemented. The only State which has made some headway in this direction is Maharashtra. In 1971, it passed the Maharashtra Act for Prevention of Unfair Labour Practices and Compulsory Recognition of Trade Unions, 1971. The Bombay Industrial Relations Act, which has restricted application, also empowers the appropriate authority to recognise a representation union in a plant/industry. The Industrial Relations Bill of 1978 also sought to provide for a sole bargaining agent in a plant. Presently trade unions are facing several challenges which is discussed details in Chapter- Trade Union Movement in India.

**Labour Legislations in India**

This is another important area which has a great impact on the industrial relations system. Labour legislation has been instrumental in shaping the course of industrial relations in India. Establishment of social Justice has been the principle which has guided the origin and development of labour legislation in India. The setting up of the International Labour Organisation gave an impetus to the consideration of welfare and working conditions of the workers all over the world and also led to the growth of labour laws in all parts of the world, including India. Some of the other factors which gave impetus to the development of labour laws in India were the Swaraj Movement of 1921-24 and the appointment of the Royal Commission on Labour in 1929.
The objectives of labour legislation are to: (i) protect workers from exploitation; (ii) strengthen industrial relations; (iii) provide machinery for settling industrial disputes and welfare of workers.

Labour legislation in India has a history of over 125 years. Beginning with the Apprentice Act, passed in 1850, to enable children brought up in orphanages to find employment when they come of age, several labour laws covering all aspects of industrial employment have been passed.

The labour laws regulate not only the conditions of work of industrial establishments, but also industrial relations, payment of wages, registration of trade unions, certification of standing orders, etc. In addition, they provide social security measures for workers. They define legal rights and obligations of employees and employers and also provide guidelines for their relationship.

In India, all laws emanate from the Constitution of India. Under the Constitution, labour is a concurrent subject, i.e., both the Central and State governments can enact labour legislation, with the clause that the State legislature cannot enact a law which is repugnant to the Central law. A rough estimate places the total number of enactments in India to be more than 140. Table gives an indication of the variety of labour laws prevailing in India.

The Apprentice Act of 1850 was followed by the Factories Act of 1881 and the first State act was the Bombay Trade Disputes (and Conciliation) Act, 1934, followed by the Bombay Industrial Disputes Act, 1938, which was amended during the war years. This was replaced by the BIR Act, 1946.

The Central Government at this time introduced the Industrial Employment (Standing Orders) Act, 1946. In 1947, the government replaced the Trade Disputes Act with the Industrial Disputes Act, which was later modified. This law is the main instrument for government intervention in industrial disputes.

After Independence, many laws concerning social security and regulation of labour employment were enacted, such as the ESI Act, 1948, EPF & Miscellaneous Provisions Act, 1952, Payment of Gratuity Act, 1972, Equal Remuneration Act, 1976, etc.

We will discuss these Acts under three broad categories, as formulated by Banerjee":

1. Protective and employment legislation
1. Social security legislation
1. Regulatory legislation

**Protective and Employment Legislation**

The following acts can be grouped under this category: Factories Act, Payment of Wages Act, Minimum Wages Act, Equal Remuneration Act, Payment of Bonus Act, Apprentice Act and Employment Exchange (Compulsory Notification of Vacancies) Act. Some of these are concerned with the health and safety of the worker at his workplace. Others protect the worker by ensuring that he gets paid for the work done at the end of each month.

**Social Security Legislation**

This category includes acts such as the Employees' State Insurance Act, 1948, Employees' Provident Fund Act, 1952 and the Payment of Gratuity Act, 1952. These social security measures are meant to protect workers against risks of undue hardship and privation. The ESI Act, for example, provides medical care, accident compensation and compensation to a worker when he is unemployed or ill. The Provident Fund and Gratuity Schemes are meant to provide to the worker with some income after his retirement.

**TABLE**

A List of Labour Legislations in India

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<tr>
<th>Sr. No.</th>
<th>Domain</th>
<th>Legislation</th>
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<tbody>
<tr>
<td>1</td>
<td>Legislation pertaining to Industrial Relations</td>
<td>The Trade Union Act, 1926 and The Trade Union Amendment Act, 2011</td>
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<td></td>
<td></td>
<td>The Industrial Employment (Standing Orders) Act, 1946</td>
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<td>The Industrial Disputes Act, 1947</td>
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<td>2.</td>
<td>Legislation pertaining to wages</td>
<td>The Payment of Wages Act, 1936 and The Payment of Wages (Amendment) Act, 2005</td>
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<td></td>
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<td>The Minimum Wages Act, 1948</td>
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<td>The Payment of Bonus Act, 1965</td>
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<td></td>
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<td>The Equal Remuneration Act, 1976</td>
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<td>3.</td>
<td>Legislation pertaining to work conditions</td>
<td>The Factories Act, 1948</td>
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<tr>
<td></td>
<td></td>
<td>The Contract Labour (Regulation &amp; Abolition) Act, 1970</td>
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<td>The Shops and Establishment Act</td>
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<td>The Dock Workers (Regulation of Employment) Act, 1948</td>
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<td>The Plantation Labour Act, 1951</td>
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<td>The Mines Act, 1952</td>
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<td>The Merchant Shipping Act, 1958</td>
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<td></td>
<td></td>
<td>The Building &amp; Other Construction Workers (Regulation of Employment &amp; Conditions of Service) Act, 1996</td>
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<td>4.</td>
<td>Legislation</td>
<td>The Maternity Benefit Act, 1961</td>
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</tbody>
</table>
The Child Labour (Prohibition & Regulation) Act, 1986

5. Legislation pertaining to social security

<table>
<thead>
<tr>
<th>Legislation pertaining to social security</th>
<th>The Workmen's Compensation Act, 1923 and The Workmen's Compensation (Amendment) Act, 2000</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>The Employees' State Insurance Act, 1948</td>
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<td></td>
<td>The Payment of Gratuity Act, 1972</td>
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<td></td>
<td>The Unorganised Workers' Social Security Act, 2008</td>
</tr>
</tbody>
</table>

Source: [www.jabour.nic.in](http://www.jabour.nic.in), accessed on December 12, 2011.

**Regulatory Legislation**

The Industrial Disputes Act, 1947, Industrial Employment (Standing Orders) Act, 1946 and the Trade Unions Act, 1926, etc. come under this category.

The Industrial Disputes Act, 1947, basically provides for the investigation and settlement of industrial disputes. Its main objective is to provide for a just settlement of disputes by negotiations, conciliation, mediation, voluntary arbitration and compulsory adjudication. The Act places constraints on strikes and lockouts. It provides for a works committee at the plant level to ensure that management and worker contribute to the efficient day-to-day working of the enterprise.

The Industrial Employment (Standing Order) Act, 1946, requires management to specify the terms and conditions of employment and communicate these to the workers. The Trade Union Act, 1926, is the enabling legislation for the formation of trade unions.

Some of the issues that emerge out of the discussion on labour legislation are:

1. In order to protect industrial workers, there are many labour laws in the country which cover all aspects of labour. The problem therefore is not the lack of labour laws but that of implementing these. It has been found that their implementation has been unsatisfactory in public as well as private sectors. Several studies undertaken by the Central Government have revealed the importance of a better implementation of labour laws. These lapses in their implementation are owing to the lack of a fuller understanding on the part of management of the provisions of the labour laws (Estimates Committee, 52nd Report, 1963 to 1964). The enactments are so worded that it is difficult for any person without a legal background to understand them fully.

2. Another problem with regard to labour legislation is that in the absence of an all-India...
code labour laws have a tendency to overlap and become repetitive.

Several attempts have been made by the government, through its five-year plans, to implement the various labour laws in a satisfactory manner. The 2\textsuperscript{nd} National Commission on Labour (2000) has also made recommendations for the better implementation and reforms of labour laws and suggested umbrella legislations keeping in view of the changed scenario. Currently, there are 44 labour laws under the purview of Central Government and more than 100 under State Governments, which deal with a host of labour issues. Unfortunately, these labour laws protect only 7-8 percent of the organised sector workers employed at the cost of 93 per cent unorganised sector workers. The entire gamut of the labour laws should therefore be simplified, clubbed together wherever possible and made less cumbersome to make the environment more employment friendly.

We must create single window system under the common headlines/sets. Initially we can start with reducing these to four sets of labour laws as following- 

(i) \textbf{Laws governing terms and conditions of employment, which may consolidate:}

(a) Industrial Disputes Act, 1947
(b) Industrial Employment (Standing Orders) Act, 1946
(c) Trade Unions Act, 1926

(ii) \textbf{Laws governing wages, which may consolidate:}

(a) Minimum Wages Act, 1948
(b) Payment of Wages Act, 1936
(c) Payment of Bonus Act, 1965

(iii) \textbf{Laws governing welfare which may consolidate:}

(a) Factories Act, 1948
(b) Shops and Establishments Act
(c) Maternity Benefits Act, 1961
(d) Employees’ Compensation Act, 1952 and
(e) Contract Labour (Regulation & Abolition) Act, 1970
(iv) Laws governing social security, which may consolidate:

(a) Employees Provident Funds and Miscellaneous Provisions Act, 1952
(b) Employees State Insurance Act, 1948
(c) Payment of Gratuity Act, 1972

Multiplicity of labour laws has promoted multiple inspections, returns and registers. To avoid these, a single Labour Authority dealing with all aspect of labour, self-certification and a single consolidated return should be put in place. We are given to understand that the Labour Ministry has initiated developing a single web portal to address the issue of self-certification and return, FICCI would like to appreciate the Ministry on this initiative.

**Workers, Participation & Industrial Democracy**

Workers' participation is yet another issue which has been taken up under the broad category 'Indian Industrial Relations' because this concept of workers' participation emerged within the framework of the tripartite system of labour-management relations in India-the three major 'actors' of Indian labour-management relations being the government, the employers and the employees. The issue of workers' participation has great relevance in the Indian industrial relations scene because it emerged as a measure for promoting harmony between labour and management. We will, therefore, examine here its features and existing status in the Indian context.

In India, worker-participation schemes had their beginning after Independence. To meet the situation of tensions, industrial strife and deteriorating economy prevailing then, the government had to remodel its industrial relations system. The principle of voluntarism developed by Mahatma Gandhi was one of the solutions put forward. The basic theme behind this principle was that the parties concerned with industrial relations directly, i.e., the workers and the employers, should make voluntary efforts to resolve the conflict between them. Another solution proposed was to create co-operation/co-partnership between the workers and their employers. It resulted in the formation of joint management councils (JMCs). The ID Act, 1947, provided for the setting up of works committees (WCs) in all undertakings employing over 100 workmen. The main objective of WCs was to resolve conflicts at the plant level so that it would lead to good labour-management relations. (The Industrial Policy Resolution of 1956 put into practice the idea of worker-participation in management.) These WCs were constituted by an equal number of representatives of employers and employees.
Their functions include resolving matters related to safety, welfare, education, vacation, holidays, etc. Matters like wages, allowances, bonus and matters coming under collective agreements were excluded from its purview.

The primary objective behind setting up JMCs was to promote harmonious relations between labour and management. The other objectives were to increase productivity, secure better welfare facilities for workers and help and train workers to understand their responsibilities and that of management.

The functions of JMCs as enunciated by the 15th session of ILC in 1957, relate to:

1. Improvement of working conditions of workers, productivity and act as liaison between labour and management.

2. Take responsibility with regard to administration of various welfare schemes and also to act as a consultative body to management in matters like changes in methods of production, continuation or closure of operations, etc.

Though JMCs and WCs were instituted by both private and public sector undertakings, it was found that they were not able to achieve the basic objective for which they had been set up—that of achieving industrial harmony. This had a significant negative impact as manifested in the resistance to these schemes both by labour and management.

After the proclamation of Emergency in 1975, a new proposal was put forward with regard to workers' participation. This scheme envisaged the setting up of shop councils, joint plant councils and representation of workmen on the board of management" It was left to management to institute any suitable form of worker participation upon the nature of their units.

The new scheme was different from JMCs in certain aspects, for example, the function of joint councils (shop level scheme) relate to productivity and efficiency and the workers' representatives of these have to be chosen by the workers themselves without any intervention by trade unions. This new scheme was to be in addition to the WCs and JMCs already in existence. (See details in Chapter- Workers’ Participation in Management)

Conclusion

The tripartite concept of industrial relations" has also undergone radical changes with the changes in the expectations of people under the influence of a welfare state envisaged for India. Indian industrial relations today needs to widen its horizon to concern itself with the
larger social and national interests. The system should curb its preoccupation with wages, bonus and allowances. (The cause for major disputes in India concerns wages/allowances). As Kudchedkar has pointed out, "Indian IR is vested in terms of profits, dividends and wages to the detriment of social and national interests” When these social and national interests play a role then only the industrial relations become a national responsibility.

Indian industrial relations, as already mentioned, are changing. It is witnessing the emergence of new forces. As soon as Emergency was lifted, the country faced industrial strife.

The future of industrial relations in India can be reviewed from reports of the commissions constituted by the government for this purpose. From these, certain issues are emerging which are posing challenges to the three 'actors' in the system. (See Chapter -Recent Trends of IR and Changing Role of Actors)

To sum up with a quotation: Its strategic importance extends beyond the limited frontiers of union-management relationship and overlaps with the future prospects for Indian democracy on one hand and the basic concepts and assumptions of economic development on the other. The set of strategic choices must be made in the midst of economic and political difficulties that the country is undergoing.

Key Words:

Industrial relations systems, Jobbers, Turbulent industrial relations, Regulatory Legislations, Protective Legislations, Economic Reforms.

A. Long Answer Type Questions:

1. Discuss the historical perspectives of Industrial relations in India.
2. Discuss the Pre-independence period of Industrial relations System in India.
3. Discuss the post-independence period of Industrial Relations in India.
4. Explain the Industrial Relations Systems after economic reform period in India.
5. Highlights the various dynamics of Industrial Relations System in India.
6. Explain the various labour legislations which have great impact on industrial relations systems in India.

B. Short Answer Type Questions.
(i) What do you mean by Industrial Relations System?

(ii) What do you mean by economic reforms?

(iii) What are protective legislations?

(iv) What are regulative legislations?

(v) What are social security legislations?

(vi) What do you mean by Industrial Democracy?

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