



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC  
with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna  
University, Chennai**

**DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE**

**II YEAR /III SEMESTER**

**Unit II - INDUSTRIAL CONFLICTS**

**Topic 3: Industrial Peace & Government Machinery**





# GOVERNMENT MACHINERY FOR THE SETTLEMENT OF INDUSTRIAL DISPUTES INDUSTRIAL DISPUTES ACT 1947

## PREAMBLE & OBJECTIVES

Preamble to act reads thus “An act to make provision for the investigation and settlement of industrial disputes

Objectives:

To ensure social justice to both employers and employees

To bring harmony and cordial relationship between the parties

To prevent illegal strikes and lockouts

To provide compensation to the workmen in case of lay-offs, retrenchment and closure

To protect workmen against victimization and wrongful termination

To promote collective bargaining



# INTRODUCTION

- The act relating to industrial relations in India is contained in Industrial Disputes Act 1947
- The act came into operation on 1<sup>st</sup> April 1947
- The act has been amended several times and last amendment is in 1984
- The act is applicable in all states of India



## GENERAL SCHEMES OF THE ACT

The act contains 40 sections which have been grouped in 7 chapters

Chapter I deals with title, extent and commencement

Chapter II deals with the authorities under the act

Chapter III deals with reference to the disputes

Chapter IV deals with procedure, power and duties of authorities

Chapter V deals with illegal strikes, lockouts

Chapter VI deals with penalties for illegal strikes and lockouts

Chapter VII deals with Miscellaneous provisions



## DEFINITION

The appropriate government is the Central and State Government  
In relation to any dispute concerning any industry carried on by under  
the Central Government or by railway company or concerning a  
banking, or insurance company or a mine, port, Life Insurance  
Corporation of India, Indian Airlines, Employee State Insurance  
Corporation, Warehouse Corporation, Regional Rural Bank, Oil and  
Natural Gas , the Central Government is the authority  
In relation to other Industrial disputes, the State Government



# SETTLEMENT OF DISPUTES

## Authorities

Works Committee (sec.3)

Conciliation officers (sec.4)

Board of conciliation(sec.5)

Court of inquiry (sec.6)

Labour courts (sec.7)

Industrial tribunals (sec 7-a)

National tribunals (sec 7-b)

## Mode of resolution

conciliation

conciliation

conciliation

arbitration

adjudication

adjudication

adjudication



## WORKERS COMMITTEE (SEC 3)

It necessary to have work committee in every establishment which employees 100 or more workers employed on any day preceding 12 months

The committee shall consist of representatives of employers and workers engaged in the establishment

The number of the workmen on the committee shall not be less than the number of representative of the employer

The representatives must not exceed 20

### **OBJECT:**

- To secure industrial harmony
- To maintain good relations between the employer and the workmen.
- The committees are normally concerned with the problems arising in day-to-day working of a concern.



# CONCILIATION

Conciliation is settlement of disputes through third party intervention

It is an attempt to reconcile the views of disputants to bring them to an agreement

It is a friendly intervention which helps to solve the disputes peacefully

It aims in bringing about the speedy settlements of disputes without resorting to strikes, lock-outs and hasten the termination of work stoppages

The conciliator need not follow the same path in each case

It is flexibility and informality

Methods of Conciliation are: Works Committee, Conciliation Officer, Board of conciliation





**RECAP**

**QUESTIONS???**

**THANK YOU**