

LABOUR LAWS NOTES

5. Industrial Disputes Act, 1947

Introduction

Provides framework for resolving industrial disputes.

Objectives

- Maintain industrial peace
 - Provide dispute resolution machinery
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Industrial Dispute

- Conflict between employer and employees
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Causes

- Wages
 - Working conditions
 - Retrenchment
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Machinery

- Works Committee
 - Conciliation Officer
 - Board of Conciliation
 - Labour Court
 - Tribunal
 - National Tribunal
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Strikes & Lockouts

- Legal/illegal provisions
- Notice requirement

Lay-off

- Temporary inability
- 50% compensation

Retrenchment

- Permanent removal
- 15 days wages per year

Closure

- Permanent shutdown

Penalties

- Punishment for illegal actions

Critical Analysis

- Structured dispute resolution
- Delay reduces effectiveness

Conclusion

Crucial for industrial harmony.