# CONTENTS

## Nominal

<table>
<thead>
<tr>
<th>Ch. No.</th>
<th>Name of the Chapter</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>INTRODUCTION</td>
<td>1-24</td>
</tr>
<tr>
<td>2.</td>
<td>ECONOMIC REFORMS OF 1991 AND ITS EFFECT ON INDUSTRY</td>
<td>25-63</td>
</tr>
<tr>
<td>3.</td>
<td>VOLUNTARY RETIREMENT SCHEME: THE FALLOUT OF GLOBALISATION</td>
<td>64-102</td>
</tr>
<tr>
<td>4.</td>
<td>NEW DEAL PERTAINING TO CONTRACT LABOUR: A JUDICIAL PERSPECTIVE</td>
<td>103-146</td>
</tr>
<tr>
<td>5.</td>
<td>THE FUTURE OF TRADE UNION MOVEMENT IN INDIA</td>
<td>147-181</td>
</tr>
<tr>
<td>6.</td>
<td>CONCLUSION AND SUGGESTIONS</td>
<td>182-200</td>
</tr>
</tbody>
</table>

**APPENDICES** x-xxxv
CONTENTS
(Detailed)

CHAPTER I
INTRODUCTION

1.1 Statement of the Problem
1.2 Significance of the problem
1.3 Objectives of the study
1.4 Hypotheses
1.5 Limitation of the study of the study
1.6 Review of the Literature
1.7 Methodology used
1.8 Scheme of the study

CHAPTER II
ECONOMIC REFORMS OF 1991 AND ITS EFFECT ON INDUSTRY

2.1 Introduction
2.2 Nature and Scope of Liberalisation, Privatisation and Globalisation
  2.2.1 Liberalisation
  2.2.2 Privatisation
  2.2.3 Globalisation
2.3 Historical Background of Liberalisation, Privatisation and Globalisation
2.4 Beginning of Economic Reforms in India
2.5 Need and Objectives of Economic Reforms
2.6 Review of Pre 1991 Industrial Policies and Indian Planning
  2.6.1 Industrial Policy Resolution, 1948
  2.6.2 Industrial Policy Resolution, 1956
  2.6.3 Industrial Policy Resolution, 1977
  2.6.4 Industrial Policy Resolution, 1980
  2.6.5 Industrial Policy Resolution, 1991
    2.6.5.1 Industrial Licensing
    2.6.5.2 Foreign Investment
    2.6.5.3 Foreign Technology Agreement
    2.6.5.4 Public Sector Policy
    2.6.5.5 M.R.T.P Act
2.7 International Perspective
2.8 Conclusion
CHAPTER III

VOLUNTARY RETIREMENT SCHEME: THE FALLOUT OF GLOBALISATION

3.1 Introduction
3.2 Profile of Reform Measures
3.3 Important Aspects of Exit Policy
  3.3.1 National Renewal Fund (NRF)
  3.3.2 Board for Industrial Finance and Reconstruction (BIFR)
  3.3.3 Poor Prospects of Employment Generation under the VIII Five Year Plan
  3.3.4 Lacunae under Governmental System
  3.3.5 Creating Awareness among Workers and Trade Union Leaders
  3.3.6 Poor Social Security System
3.4 Voluntary Retirement Scheme Emerges - As a Sequel to Liberalisation, Privatisation and Globalisation
3.5 Need to Restructure
3.6 Salient Features of Voluntary Retirement Scheme
3.7 The Legal Framework of Voluntary Retirement Scheme for Execution of Liberalisation, Privatisation and Globalisation
  3.7.1 The Income Tax Act, 1961
  3.7.2 The Industrial Employment (Standing Orders) Act, 1946
  3.7.3 The Industrial Disputes Act, 1947
3.8 Prevailing Scenario of Voluntary Retirement Scheme
3.9 Consequences of Voluntary Retirement Scheme Acceptance
3.10 Conclusion

CHAPTER IV

NEW DEAL PERTAINING TO CONTRACT LABOUR: A JUDICIAL PERSPECTIVE

4.1 Introduction
4.2 Outsourcing
4.3 The Circumstances Influenced To Pass The Contract Labour (Regulation and Abolition) Act, 1970
4.4 Constitutionality Of The Act
4.6 The Concept of Welfare State 115-133
4.7 Global Practice 133-136

4.8 Contract Labour System in China 136-139
4.9 Reasons for Increase in Contract Labour 139-141
4.10 Conclusion 141-146

CHAPTER V
THE FUTURE OF TRADE UNION MOVEMENT IN INDIA

5.1 Introduction 147-148
5.2 Emergence and Growth of Trade Unions 148-149
5.3 Necessity of Trade Union Movement 149-159
5.4 Rights of Recognised and other unions 160-162
5.5 Characteristic Features of The Trade Unions Act, 1926
5.6 Traditional Role and Functions of the Trade Unions 163-165
5.7 Present Position of Trade Unions 165-175
5.7.1 Decline in Membership 170-171
5.7.2 New Trends in Collective Bargaining 171-173
5.7.3 Changed Strategies of Production 173
5.7.4 Shift in Technology 174
5.7.5 The Changed Government’s Attitude 174
5.7.6 Multiplicity of Unions 174-175
5.8 International Ideological Perception on Trade Union 175-178
5.8.1 Chinese Trade Unions 176-177
5.8.2 Indian Trade Unions 177
5.8.3 Comparison 177-178
5.9 Conclusion 178-181

CHAPTER VI
CONCLUSION

6.1 Conclusion 182-191
6.2 Suggestions 191-200
APPENDICES x-xxiii
Annexure 1. New Industrial Policy, 1991 x-xii
Annexure 2. Constitutional Mandate xii-xv
Annexure 3. Relevant Legislative provisions xv-xxvi

LIST OF CASES xxvii

BIBLIOGRAPHY xxviii-xxix

REPORTS xxx

LIST OF ARTICLES xxxi-xxxii

JOURNALS NEWSPAPERS AND PERIODICALS xxxiii

WEBBIBLIOGRAPHY xxxiv-xxxv