TABLE OF CONTENTS

DECLARATION i
CERTIFICATE ii
ACKNOWLEDGEMENTS iii
TABLE OF CONTENTS iv-xi
LIST OF CASES xii-xxi
ABBREVIATIONS xxii-xxiii
LIST OF TABLES & DIAGRAMS xxiv-xxvii

CHAPTER-I
INTRODUCTION 1-18

1.1 The Problem 9
1.2 Objectives of the Study 11
1.3 Hypotheses 11
1.4 Importance of the Study 12
1.5 The Scope of the Study 12
1.6 Methodology 13
1.7 Scheme of the Study and its Presentation 13

CHAPTER-II
POLICY OF GOVERNMENT ON INDUSTRIAL RELATIONS AND THE LAW 19-81

2.1 Introduction 19
2.2 Industrial Relations System and Government Policy 20
2.3 Evolution of the System 28
2.3.1 The Trade Unions Act 1926 30
2.3.2 The Trade Dispute Act, 1929 30
2.3.3 Defence of India Rules-Rule-81-A 34
2.3.4 The Industrial Disputes Act, 1947 35
2.3.5 The Indian Labour Conference (ILC) and the Standing Labour Committee (SLC): Constitution & Functions 39

2.4 Evolution of the system after independence 40
2.4.1 The Trade Union (Amendment) Act, 1947 40
2.4.2 The Constitution of India 41
2.4.3 The Labour Relations Bill and the Trade Unions Bill 1950 43
2.4.4 The Principle of Voluntarism in Industrial Relations 49
2.4.5 Voluntary Arbitration 51
2.4.6 First National Commission on Labour (NCL) 52
2.4.7 Industrial Relations Bill 1978 59
2.4.8 The Trade Unions and the Industrial Disputes (Amendment) Bill-1988 60
2.4.9 Ramanujam Committee (1990) 64
2.4.10 Second National Commission on Labour 68
2.4.11 The New Economic Policy 77

2.5 Conclusion 79

CHAPTER-III

INDUSTRIAL DISPUTES: METHODS AND MACHINERY FOR THEIR SETTLEMENT 82-139

3.1 Introduction 82
3.2 Concept of industrial disputes 83
3.2.1 Types of Disputes 85
3.2.2 Individual and collective Disputes 86
3.2.3 Rights and Interest Disputes 88
### 3.3 Nature of dispute and settlement methods

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.3.1</td>
<td>The Definition of “Industrial Dispute” under the <em>I.D. Act.</em></td>
<td>92</td>
</tr>
</tbody>
</table>

### 3.4 Disputes settlement methods and machineries

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.4.1</td>
<td>Collective Bargaining</td>
<td>100</td>
</tr>
<tr>
<td>3.4.2</td>
<td>Works Committees</td>
<td>113</td>
</tr>
<tr>
<td>3.4.3</td>
<td>Conciliation</td>
<td>117</td>
</tr>
<tr>
<td>3.4.4</td>
<td>Court of inquiry</td>
<td>125</td>
</tr>
<tr>
<td>3.4.5</td>
<td>Voluntary arbitration</td>
<td>126</td>
</tr>
<tr>
<td>3.4.6</td>
<td>Compulsory Adjudication</td>
<td>132</td>
</tr>
</tbody>
</table>

### 3.5 Conclusion

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
</table>

### CHAPTER-IV

#### GOVERNMENT'S ROLE IN THE ADJUDICATION SYSTEM

<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td>Introduction</td>
<td>140</td>
</tr>
<tr>
<td>4.2</td>
<td>Definition of “Appropriate Government”</td>
<td>140</td>
</tr>
<tr>
<td>4.3</td>
<td>Appropriate Government’s Power to Constitute the Adjudication Machinery</td>
<td>147</td>
</tr>
<tr>
<td>4.3.1</td>
<td>Appropriate Government’s Power to Refer Industrial Disputes for Adjudication</td>
<td>150</td>
</tr>
<tr>
<td>4.3.2</td>
<td>Reference in case of Public Utility Services</td>
<td>180</td>
</tr>
<tr>
<td>4.3.3</td>
<td>Special Powers of Central Government</td>
<td>181</td>
</tr>
<tr>
<td>4.3.4</td>
<td>Reference of disputes on an application by both parties</td>
<td>183</td>
</tr>
<tr>
<td>4.3.5</td>
<td>Duty of the appropriate Government to specify the period of adjudication</td>
<td>184</td>
</tr>
<tr>
<td>4.4</td>
<td>Objections to the Government’s discretion to refer disputes for adjudication</td>
<td>186</td>
</tr>
<tr>
<td>4.5</td>
<td>Government’s Power to prohibit the continuance of strikes or lock-outs after making reference</td>
<td>199</td>
</tr>
<tr>
<td>4.5.1</td>
<td>Governments power include similar establishments in a reference</td>
<td>201</td>
</tr>
</tbody>
</table>
CHAPTER-V
ADJUDICATION MACHINERY UNDER THE INDUSTRIAL DISPUTES ACT

5.1 Introduction 213
5.2 Composition and Qualification of adjudicatory authorities 214
5.2.1 Composition of Labour Courts and Qualifications 215
5.2.2 Composition of Industrial Tribunals and Qualification 216
5.2.3 Composition of National Tribunal and Qualifications 216
5.2.4 Disqualifications 217
5.2.5 State Amendments on Qualifications 217
5.3 Judicial Officers as presiding officers of Labour Tribunals 218
5.3.1 Restructuring of Labour Tribunals 220
5.3.2 The Need for an Appellate Forum 227
6.8 Period of operation of awards 331
6.9 Finality and Judicial Review of awards 333
6.9.1 Constitutional Remedies 333
6.9.2 Limited nature of writ jurisdiction 336
6.9.3 Grounds of judicial review of awards 338
6.10 Grounds of judicial review under Art. 136 348
6.11 Conclusion 349

CHAPTER – VII

AN EVALUATION OF THE ADJUDICATION
METHOD AND OPERATION OF THE SYSTEM 351-388

7.1 Introduction 351
7.2 Adjudication System: Evaluation of Drawbacks and deficiencies 352
7.3 Delays in Adjudication 354
7.4 Causes for the delays 366
7.4.1 Delays in conciliation proceedings 367
7.4.2 Delay in making references and misuse of Government’s reference power and lack of access 367
7.4.3 Huge Pendency of Cases 369
7.4.4 Non-Specialists as Labour Judges 371
7.4.5 Granting of unlimited adjournments 372
7.4.6 Procedural technicalities and Court formalities 372
7.4.7 Inadequate number of Labour Courts and Industrial Tribunals 373
7.4.8 Governments’ failure to fill the Vacancies in time 374
7.4.9 Non-Compliance with the time-schedules prescribed in Rules 375
7.4.10 The delaying tactics of parties 376
7.4.11 Non exercise of power to grant interim relief by Labour Courts and Tribunals 378
7.4.12 Lack of Provision to make compromise or a pre-hearing assessment 379
7.4.13 Stay Orders of High Courts 379
7.4.14 Delay in Publication of Awards 379
7.4.15 Delays before the Higher Judiciary 380
7.5 Consequences of delays in adjudication 381
7.6 Problems of Adjudication System 382
7.7 Conclusion 387

CHAPTER-VIII
WORKING OF ADJUDICATORY MACHINERY AT HUBLI AND ITS PERFORMANCE – AN EMPIRICAL ANALYSIS 389-459

8.1 Introduction 389
8.2 Labour Courts and Industrial Tribunals functioning in Karnataka State 390
8.3 Industrial Disputes Rules and Procedure 390
8.4 Performance of Labour Courts and Industrial Tribunal at Hubli – An Empirical Analysis 395
8.4.1 Pendency of Cases before Labour Courts/Industrial Tribunals at Hubli during 1999 – 2003 395
8.4.2 District wise pendency 397
8.4.3 Time wise pendency of cases 398
8.4.4 Nature of Disputes pending before Labour Courts/Industrial Tribunals at Hubli 400
8.5 Institution of Cases 403