CHAPTER - 4

IMPORTANT PROVISIONS OF
INDUSTRIAL & LABOUR LAWS
AND THEIR IMPLEMENTATION
CHAPTER 4

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4.1 **INTRODUCTION**

The Labour Laws recognise the workers institutional unity, give them necessary rights, allow them to carry on union activities and permit them to be heard before judicial tribunals. These laws also aim at ultimately creating such a social and economic order that will enable the weaker section to live and teach the strong to let other live. This will ensure the prosperity and stability to the economy of the nation. Also these laws provide for legitimate management right. Thus the industrial and labour laws play a vital role in the life of the industry and labour.

In this chapter the stress has been given on the study of the provisions of the Industrial and Labour Laws and their implementation in the Sugar Factories selected for the study. The study of the provisions of the various Industrial and Labour Laws is vital from the Labour, management and the Government point of view. The very purpose of the chapter is to study and analyse thoroughly the implementation of the provisions of these Acts in the cooperative sugar factories included under the present study. It is the experience and observation of the researcher that there is a gap between the statement of provisions of
the Acts and its implementation their of in the sugar factories.

There are number of Acts pertaining to Labour problem. They can be cited as below—

01> THE FACTORIES ACT 1948.
02> THE PAYMENT OF WAGES ACT 1948.
03> THE MINIMUM WAGES ACT 1948.
04> THE PAYMENT OF BONUS ACT 1965.
05> THE PROVIDENT FUND ACT. 1952.
06> THE INDUSTRIAL DISPUTES ACT 1947.
07> THE WORKMEN'S COMPENSATION ACT 1923.
08> THE GRATUITY AND BONUS ACT 1972.
09> THE APPRENTICESHIP ACT 1961.
10> THE MATERNITY BENEFIT ACT 1961.
11> THE TRADE UNIONS ACT 1926.
12> THE EMPLOYEES STATE INSURANCE ACT 1948.
13> THE BOMBAY INDUSTRIAL RELATIONS ACT 1946.
16> THE MAHARASHTRA LABOUR WELFARE FUND ACT. 1953.

In the above Acts the following are treated as the important Acts directly related to the present study from the workmen point of view —
01> THE FACTORIES ACT 1948.
02> THE WORKMEN'S COMPENSATIONS ACT 1923.
03> THE INDUSTRIAL DISPUTES ACT 1947.
04> THE TRADE UNIONS ACT 1926.

4.2 IMPORTANT PROVISIONS OF INDUSTRIAL AND LABOUR LAWS AND THEIR IMPLEMENTATION IN THE FACTORIES SELECTED FOR THE STUDY:

(01) THE FACTORIES ACT, 1948:

The factories Act 1948 came into force on 1st April 1949. Its object is to regulate the conditions of work in manufacturing establishment which came within the definition of the terms 'Factory' as used in the Act.

The Act extends to the whole of India including the state of Jammu & Kashmir Unless otherwise provided, it also applies to factories belonging to the central and any state Government (Sec. 116). The Act was substantially amended in 1987.

RIGHT OF WORKERS:

According to section 111A as introduced by the Amendment Act 1987 every worker shall have the right to--

  i) Obtain from the occupier information relating to workers health and safety at work.
ii) Get trained within the factory wherever possible, or to get himself sponsored by the occupier for getting trained in a training centre or institute, duly approved by the chief inspector where training is imparted for workers health and safety at work.

iii) Represent to the inspector directly or through his representative in the matter of inadequate provision for protection of his health or safety in the factory.

GENERAL DUTIES OF THE OCCUPIER (SEC. 7A) :

A new section 7A has been introduced by the amendment Act 1987 prescribing the general duties of the occupier in regards to the Health, safety and welfare of workers in his factory. They are as below—

a. The provisions and maintenance of plant and system of work in the factory that are safe and without risk to health.

b. The arrangement in the factory for ensuring safety and absence of risks to health in connection with the use handling, storage and transport of articles.
c. The provision of such information, instruction, training and supervision as are necessary to ensure the health and safety of all workers at work.

**HEALTH, SAFETY AND WELFARE:**

The Act makes detailed provisions in regards to various matters relating to health, safety and welfare of workers. These provisions impose upon the occupier or managers certain obligations. These provisions also require the occupiers or managers to maintain inspection staff and to make provision for maintenance of health, cleanliness, prevention of crowding and amenities like lighting, ventilation, and drinking water etc.

1> **HEALTH**

Sections 11 to 20 of the Act deals with the provisions relating to health of workers. They are as follows--

01) **Cleanliness:**

Factory to be kept clean and free from dust. The floor of every workroom shall be cleaned at least
once in every week by effective method. Effective means of drainage should be provided.

02) Disposal of waste and effluents:

Effective arrangements shall be made in every factory for the treatment of waste and effluents due to the manufacturing process carried on therein.

03) Ventilation and Temperature:

Effective and suitable provision shall be made in every factory for securing and maintaining in every work room adequate ventilation and temperature.

04) Dust and Fumes:

Effective measures shall be taken in the factory for prevention of inhalation or accumulation of dust and fumes in workrooms.

05) Overcrowding:

There shall not be overcrowding in any room of the factory so as to keep the movement of an individual employee at the work safe as maximum as possible.
06) Lighting:

There shall be provided and maintained sufficient and suitable lighting in every room of a factory where workers are working.

07) Drinking Water:

In every factory effective arrangement shall be made to provide and maintain a sufficient supply of wholesome drinking water at suitable points conveniently situated for all workers employed therein. Also in every factory wherein more than 250 workers are ordinarily employed, provision shall be made for cooling drinking water during hot weather by effective means and for distribution thereof.

08) Latrines and Urinals:

In every factory separate urinals of prescribed typed for male and female workers shall be provided for. It shall be adequately lighted and ventilated and maintained in cleaned and sanitary conditions, sweeper also shall be employed for keeping clean the Latrines, urinals and washing places.

9) Spittoon:

In every Factory there shall be provided a sufficient number of spittoons in convenient places and they shall be maintained in a clean and hygienic condition.
2) SAFETY

In regard to safety provisions, the occupier of every factory is bound to follow them. They are covered under sections 21 to 41.

01) Fencing of Machinery:

In every factory every dangerous part of every machinery shall be securely fenced by safeguards of substantial construction.

02) Work on near machinery in motion:

It becomes necessary to examine any part of machinery while the machinery is in motion, and such examination shall be made only by a specially trained adult male worker wearing light fitting clothing. The clothing shall be supplied by the occupier.

03) Hoist and lifts:

In every factory every hoist and lift shall be of good mechanical construction, sound material and adequate strength. Further it shall be sufficiently protected by enclosures fitted with gates. It shall also be properly maintained and shall be thoroughly examined by a competent person at least once in every 6 months.
04) Floors, stairs and means of access:—

In every factory all floors, steps, stairs, passages and gangways shall be of sound construction and properly maintained.

05) Pits, sumps opening in Floors:—

In every factory parts, sumps, fixed vessels, tanks, openings in the ground or in the floor shall be securely covered or securely fenced.

06) Excessive Weights:—

No person shall be employed in any factory to lift, carry or move any load so heavy as to be likely to cause him injury.

07) Protection of eyes:—

In every factory, screen or suitable goggles shall be provided for the protection of persons employed on, or in immediate vicinity of, mechanical or other processes which involve any danger or injury to workers eyesight.

08) Precautions against explosive or inflammable dust gas etc:—

When in any factory any manufacturing process produces dust, gas fume or vapour which is likely to
explode on ignition, all practical measures shall be taken to prevent any such explosion.

9) Precautions in case of fire:—

In every factory, all practicable measures shall be taken to prevent outbreak of fire and its spread, both internally and externally.

10) Safety of building and machinery:—

If any building or part of a building or machinery or plant in a factory is in such a condition that it is dangerous to human life or safety, the inspector may serve on the occupier or the manager or both of the factory an order in writing specifying the measures which in his opinion shall be adopted and requiring them to be carried out before a specified date.

11) Safety officers:—

In every factory wherein 1000 or more workers are ordinarily employed or wherein in the opinion of state Govt. any manufacturing process or operation is carried on, which process or operation involves any risk of bodily injury, poisoning or disease or any other hazard to health, to the persons employed in the factory, the occupier shall, if so required by the state Government by notification in the official gazette employ such number of safety officers as may be specified in that notification.
3) WELFARE

Sections 42 to 50 of the Act deals with facilities for the welfare of workers. The various provisions in this regard are as follows:

01) Washing Facilities:—

In every factory adequate and suitable facilities shall be provided and maintained for the use of workers separated for male and female workers.

02) Facilities for sitting:—

In every factory, suitable arrangements for sitting shall be provided and maintained for all workers who are obliged to work in a standing position to keep him efficient.

03) First Aid Appliances:—

In every factory there shall be provided and maintained so as to be readily accessible during all working hours, first aid boxes or cupboards with prescribed contents. There shall be at least one such box for every 150 workers ordinarily employed at any one time in the factory.

As well in every factory wherein more than 500 workers are ordinarily employed there shall be provided and maintained an ambulance room containing the prescribed equipment.
04) Canteens:

The state Government may make rules requiring that in any specified factory wherein more than 250 workers are ordinarily employed, a canteen shall be provided and maintained by the occupier for the use of the workers.

05) Shelters, rest rooms and lunch rooms:

In every factory wherein more than 150 workers are ordinarily employed, there shall be a provision for shelters, rest rooms and a suitable lunch room where workers can eat meals brought by them with provision for drinking water.

06) Creches:

In every factory wherein more than 30 women workers are ordinarily employed, there shall be provided and maintained a suitable room for use of children under the age of 6 years of such women. Rooms shall be adequately lighted and ventilated.

07) Welfare officers:

In every factory wherein 500 or more workers are ordinarily employed, the occupier shall employ in the factory such number of welfare officers as may be prescribed.
RULES AND PROVISIONS OF THE FACTORIES ACT 1948
WITH REGARD TO OTHER IMPORTANT ASPECTS PERTAINING TO LABOUR:

01) Working Hours:

No adult worker shall be required or allowed to work in a factory for more than 48 hours in any week.

No adult worker shall be required or allowed to work in a factory for more than 9 hours in any day.

The periods of work of adult workers in a factory each day shall be so fixed that no period shall exceed 5 hours further no worker shall work for more than 5 hours before he has an interval for rest of at least half an hour.

02) Extra Wages for Overtimes:

Where a worker work in a factory for more than 9 hours in any day or more than 48 hours in any week, he shall in respect of overtime work be entitled to wages at the rate of twice his ordinary rate of wages.

03) Weekly Holidays:

Every adult worker in a factory shall be allowed a holiday during a week. As such no adult worker
shall be required or allowed to work a factory on the first day of the week which is Sunday. But the manager can substitute for Sunday any of the 3 days preceding or following it.

05) Employment of women:

A woman shall not be required or allowed to work in a factory for more than 48 hours in any week or 9 hours in any day.

A woman shall be required or allowed to work in a factory only between the hours of 6 a.m., and 7 p.m.1,2.

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SOURCE:- 1. ELEMENTS OF INDUSTRIAL LAW.

N. D. KAPOOR.

Sultan Chand & Sons,

NEW DELHI.

Reprint 1996.

p.1-35

2. A MANUAL OF MERCANTILE LAW

M C SHHUKLA,

S. Chand & Co. Ltd., 1983,

New Delhi, pp.563-565.
THE WORKMEN'S COMPENSATION ACT 1923:

The main object of the Act is to provide for the payment of compensation by certain classes of employers of their workmen for injury by accident.

The Act came into force on the First day of July 1924. It extents to the whole of India. The latest amendment to the Act was made in 1984.

The Act considers compensation payable by an employer to his workman in case of an accident as a measure of relief and social security. It enables a workman to get compensation irrespective of his negligence.

An injured workman may either file a civil suit for damages against the employer or claim compensation under the workmen's compensation Act 1923. He has to make a choice between these two reliefs. A civil suit is risky and costly affair. Whereas a claim under the workmen's compensation Act 1923 is safe and less costly.

SCOPE AND COVERAGE OF THE ACT

The Act extends to the whole of India. It applies to workman employed in factories, mines, plantations, transport establishments, construction works, railways, ships circuses and other hazardous
occupations and employments specified in schedule II to the Act. It covers all workmen (other than casual workers) and workers employed otherwise than for the purposes of the employers trade or business.

DEFINITIONS --

Sec 2 gives the definitions of the terms:

01. Commissioner--

Commissioner means a commissioner for workmen's compensation appointed under sec. 20.

02. Dependent--

In ordinary usage dependent refers to a person who depends upon another for his livelihood. According to sec(1)(a) there are three categories of dependents.

1) The following relations are dependents, whether actually so or not— a widow, a minor legitimate son (a person below 18 years), an unmarried legitimate daughter, or a widowed mother.

2) The following relations are dependents if they are wholly dependent on the earnings of the workman at the time of his death—a son or a daughter who has attained the age of 18 years and who is infirm.
3) The following relations are dependents if they were wholly or in part dependent on the earnings of the workman at the time of his death—
   a) a widower
   b) a parent other than a widowed mother.
   c) a minor illegitimate son, an unmarried illegitimate daughter or a daughter legitimate or illegitimate if married or a minor or if widowed and a minor.
   d) a minor brother or an unmarried sister or a widowed sister of a minor.
   e) a widowed daughter in law.
   f) a minor child of a pre-deceased son.
   g) a minor child of a pre-deceased daughter where no parent of the child is alive.
   h) a paternal grant parent if no parent of the workman is alive.

03) DISABLEMENT:

Disablement means loss of capacity to work or move. Disablement of workman may result in loss or reduction of his earning capacity. In later case, he is not able to earn as much as he used to earn before his disablement.
Disablement may be:

1. Partial 2 Total.

Further it may be i) permanent or ii) Temporary.

1) Partial Disablement:

This means any disablement as reduces the earning capacity of a workman as a result of some accident. Partial disablement may be Temporary or permanent.

Temporary partial disablement means any disablement as reduces the earning capacity of a workman in any employment in which he was engaged at the time of accident which resulted in such disablement.

Permanent partial disablement is one which reduces the earning capacity of a workman in every employment which he was capable of undertaking at the time of injury.

The type of disablement suffered can be determined only from the facts of the case. But it is provided by the Act that injuries specified in part II of schedule I (Given below) shall be deemed to result in permanent partial disablement. These injuries are known as scheduled injuries. The Act is not limited only to physical disablement but extends to the reduction of earning capacity as well.
### EXTRACT FROM SCHEDULE (SEC. 2(9) AND (1) AND 4):

<table>
<thead>
<tr>
<th>Description of injury</th>
<th>% of Loss of earning capacity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loss of both hands or amputation at higher sites.</td>
<td>100</td>
</tr>
<tr>
<td>Loss of hand &amp; Foot.</td>
<td>100</td>
</tr>
<tr>
<td>Loss of sight to such an extent as to render the claimant unable to perform any work for which eye-sight is essential.</td>
<td>100</td>
</tr>
<tr>
<td>Very Severe Facial Disfigurement.</td>
<td>100</td>
</tr>
<tr>
<td>Absolute Deafness.</td>
<td>100</td>
</tr>
</tbody>
</table>

### PART I:

**LIST OF INJURIES DEEMED TO RESULT IN PERMANENT TOTAL DISABLEMENT.**

* Loss of both hands or amputation at higher sites. 100
* Loss of hand & Foot. 100
* Loss of sight to such an extent as to render the claimant unable to perform any work for which eye-sight is essential. 100
* Very Severe Facial Disfigurement. 100
* Absolute Deafness. 100

### PART II

**LIST OF INJURIES DEEMED TO RESULT IN PARTIAL DISABLEMENT.**

Amputation cases - Upper Limbs (either arm).

* Amputation through shoulder joint. 90
* Loss of a hand or of the thumb and Four Fingers of one hands or amputation from 4 1/2" below tip of ohecranon. 60
* Loss of Thumb. 30
* Loss of Four Fingers of one hand. 50
* Loss of Three Fingers of one hand. 30
* Loss of Two Fingers of one hand. 20
* Loss of Terminal Phalanx of Thumb. 20
Amputation cases - Lower Limbs:

* Amputation of both Feet resulting in end bearing stumps.  90
* Amputation of Lip.  90
* Amputation below middle thigh to 3 1/2" below knee.  60
* Amputation below knee with stump exceeding 5".  40
* Amputation of one Feet resulting in end bearing.  30

OTHER INJURIES

* Loss of one eye, without complication, the other being normal.  40
* Loss of vision of one eye, without complications or disfigurement of one ball, the other being normal.  30

Loss of Fingers of Right or Left Hand:

INDEX FINGER --

* Whole  14
* Two Phalanges  11
* One Phalanx  09

MIDDLE FINGER --

* Whole  12
* Two Phalanges  09
* One Phalanx  07

RING or LITTLE FINGER --

* Whole  07
* Two Phalanges  06
* One Phalanx  05
Total Disablement:

It means such disablement, whether of a temporary or permanent nature, as incapacitates a workman for all work which he was capable of performing at the time of the accident resulting in such disablements. It refers to that condition where a workman becomes unfit for every type of work and it is not to get job anywhere due to that disablement.

04) WORKMAN (Sec.2 (1)(n) :

Work-man means any person who is—

1) a railway servant as defined as per Railway Act 1989.

2) employed in any such capacity as specified in schedule II.

There must be contract of employment between the employer and the workman. It does not matter whether such contract is expressed or implied or oral or in writing. But before a person is treated as a workman within the meaning of the workmen’s compensation Act 1923, Three things have to be established—

1) That there is contract of employment, expressed or implied, between the employer and workman.

2) That there is relationship of master and servant between the employer and workman.
3) That the employment is for the purposes of the employers trade or business.

If the employment is for the purposes of the employers trade or business, it will not matter even if it is a casual nature or for a very short duration or in a casual vacancy.

RULES REGARDING WORKMEN’S COMPENSATIONS:
Employer’s Liability for compensation (Sec.3)

An employer is liable to pay compensation to a workman for —
1) Personal injury caused to him by accident as well as for any.
2) Occupational disease contracted by him.

01) PERSONAL INJURY BY ACCIDENT:

An employer is liable to pay compensation to a workman if personal injury is caused to him by the accident arising out of employment also in the course of his employment.

OUT OF EMPLOYMENT:

An accident arising out of employment implies a casual connection between the injury and the accident and the work done in the course of employment.

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In order to prove that injury arose out of employment two conditions must be fulfilled:

i) Injury must have resulted from some risk incidental to the duties of the service or inherent in the nature or conditions of employment.

ii) At the time of injury worker must have been engaged in the business of the employer and must not be doing something for his personal advantage or benefit.

IN THE COURSE OF EMPLOYMENT:

It refers to the time during which employment continues. It covers whole of the time a workman is carrying and the duties required of him as incidental to his contract of service.

Normally, if the factory hours are from 9 a.m. to 6 p.m. the employment commences at 9 a.m. and ceases at 6 p.m. But to this general rule there are certain exceptions as below--

i) When a means of transport is provided by the employer for the purpose of going to and from the place of work and workmen use that transport, the time during which that transport is used by the workmen is also included in the course of employment.
ii) When a workman is in the premises of employer even though he may not be actually working at that time, that time is included in the course of employment.

ii) The rest period (Recess time) granted to a workman is also included in the course of employment; provided the workman remain in the employers premises during the rest period.

iv) When a workman reaches the place of employment well in time to equip himself for the work, he is in the course of employment.

2) OCCUPATIONAL DISEASES:

Workers employed in certain occupations are exposed to certain diseases which are inherent in those occupations. A detailed list of occupational diseases is given in scheduled III of the Act.

LIST OF OCCUPATIONAL DISEASES:

PART A:

i) Infections and parasitic diseases contracted in an occupation where there is particular risk of contamination.

ii) Diseases caused by work in compressed air.

iii) Poisoning by nitrous fumes.
The employer is liable to pay compensation when a workman employed by him contracts any of the diseases at any time.

PART B:

i) Diseases caused by phosphorus, mercury, manganese, cadmium, fluorine or their toxic compounds.
   Radioactive substances.
   Nitroglycerine or other introacid esters.

ii) Skin disease caused by physical, chemical or biological agents.

iii) Hearing impairment caused by noise.

iv) Occupational asthma.

v) Lung cancer.

The employer is liable if a workman contracts any of the diseases specified in part B, while in his service for a continuous period of 6 months.

PART C:

i) Pneumocomoses caused by sclerogemic mineral dust.

ii) Bagassosis.
iii) extrinsic allergic alveolitis caused by the inhalation of organic dusts.

iv) Bronchopulmonary diseases caused by hard metals.

**COMPENSATION TO BE PAID WHEN DUE (Sec 4-A):**

Compensation payable to workman under section 4 shall be paid as soon as it falls due i.e., when the liability for payment of compensation is fixed on the employer. In cases where the employer does not accept the Liability for compensation to the extent claimed, he shall make provisional payment based on the extent of liability which he accepts such payment shall be deposited with the commissioner or made to the workman as the case may be.

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**SOURCE:**


3. AN INTRODUCTION TO LABOUR AND INDUSTRIAL LAWS. S. N. MISRA ALLAHABAD LAW AGENCY, LAW PUBLISHERS, ALLAHABAD, 1978, P. 5-8.
THE INDUSTRIAL DISPUTES ACT 1947:

The Industrial Disputes Act 1947 was passed with a view to removing certain shortcomings found in the working of the Trade Dispute Act 1029. The Act introduces two new institutions for the prevention and settlement of Industrial Disputes, viz,

1. Works Committees and
2. Industrial Tribunals.

It also seeks to reorient the administration of the conciliation machinery. Conciliation under the Act has also been made compulsory in all disputes in public utility services and optional in all other industrial establishments.

The Act came into force on the First day of April 1947.

Object of the Act:

The main objects of the Act are--

1) To prevent and settle the industrial disputes between the employers and employees and secure industrial peace.

2) To secure and preserve good relations between the employers and workman.

3) To redress the grievances of workman and improve their conditions.
4) To provide them job security.

Extent of the Act:

The Act extents to the whole of India. It applies to all industries whether they be carried on by private owners or by the Govt.

The Act has been amended from time to time. The latest amendment to the Act was made in August 1984.

WHAT IS AN INDUSTRIAL DISPUTE ?Sec 2 (E)¿?

Industrial Dispute means any dispute or difference between.

i) Employers and Employers.

ii) Employers and Workmen.

iii) Workmen and Workmen which is connected with the employment or non-employment, the terms of employment, conditions of Labour of any person.

DEFINITIONS:

01 AWARD ;Sec. 2 (b)¿ :

It means an interim or a final determinations of any industrial dispute or of any question relating there to by any Labour court Industrial Tribunal or National Tribunal. It also includes an arbitration award made under section 10(A).

02 LAY - OFF :

"Lay-off means the failure, refusal or inability of an employer to give employment to a workman."
The failure, refusal or inability to give employment may be due to—

i) Shortage of coal, power, or raw material.

ii) The accumulation of stocks.

iii) The Breakdowns of machinery.

iv) Natural calamities.

03) LOCK - OUT:

It means the temporary closing of a place of employment or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him.

Strike is the weapon of the employees whereas Lock-out is the corresponding weapon in the armoury of the employer.

04) UNFAIR LABOUR PRACTICE:

It means any of the practices specified in the Fifth schedule of the Act—which declares certain Labour practices as unfair on the part of employers and their Trade unions and on the part of workmen and their trade Unions.

05) STRIKE (Sec. 2 (b)):

It means—

i) a cessation of work by a body of persons employed in any industry acting in combination or
ii) a concerted refusal of any number of persons who are or have been so employed to continue to work or to accept employment. or

iii) Refusal under a common understanding of any number of such persons to continue to work or to accept employment.

06) INDUSTRIAL ESTABLISHMENT or UNDERTAKING; Sec. 2(ka): 
It means an establishment in which industry is carried on. Sometimes several activities may be carried on in any establishment and only one or some of such activities is or are an industry or industries.

07) RETRENCHMENT:
"It means to end, conclude, or cease." The term as used in the Act means the termination by the employer of the service of a workman for any reason whatsoever, otherwise than as punishment inflicted by way of disciplinary action¹.

Source: 1. Labour Law & Practice in India, G.L. Kothar.
PROCEDURE FOR SETTLEMENT OF INDUSTRIAL DISPUTES AND AUTHORITIES UNDER THE ACT:

The Act provides an elaborate and effective machinery for bringing about industrial peace by setting up various authorities for the investigation and settlement of industrial Disputes. These authorities are—

1. WORKS COMMITTEES.
2. CONCILIATION OFFICERS.
3. BOARDS OF CONCILIATION.
4. COURTS OF INQUIRY.
5. LABOUR COURTS.
6. INDUSTRIAL TRIBUNALS.
7. NATIONAL TRIBUNALS.

The above points are discussed as below—

CONCILIATION MACHINERY:

Works committees, conciliation officers, Boards of conciliation and court of inquiry constitute the conciliation machinery for the settlement of industrial disputes. They can only promote settlement of industrial disputes or inquire into them but cannot make any awards which are binding on the parties.
(1) WORKS COMMITTEES:

In the case of any industrial establishment in which 100 or more workmen are employed, the appropriate Govt. may require the employer to constitute a works committee; by general or special order. The committee shall consist of representatives of employers and workman engaged in the establishment. The representatives of the workmen shall be chosen in the prescribed from among the workmen in consultation with their trade union.

(2) CONCILIATION OFFICERS:

The appropriate Government may, by notification in the official Gazette, appoint such number of persons as it thinks fit to be conciliation officers. The duty of the conciliation officers shall be to mediate in and promote the settlement of Industrial disputes.

A conciliation officer may be appointed for a specified area or specified industries in a specified area or for one or more specified industries. He may be appointed either permanently or for a limited period.
(03) **BOARDS OF CONCILIATION:**

The appropriate Govt. may by notification in the official gazette constitute a Board of conciliation for promoting the settlement of industrial dispute.

The Board shall consist of a chairman and 2 or 4 other members, as the appropriate Govt. thinks fit. The chairman shall be an independent person. The other member shall be persons appointed in equal number to represent the parties to the dispute.

The Board shall have the same powers as are vested in a civil court under the code of civil procedure 1908 when trying a suit.

(04) **COURTS OF ENQUIRY:**

The appropriate Govt. may by notification in the official Gazette, constitute a court of inquiry for inquiring into any matter appearing to be connected with or relevant to an industrial dispute. A court may consist of one independent person or of such number of independent persons as the appropriate Government may think fit. Where a court consist of two or more numbers, one of them shall be appointed as the Chairman. A court shall have the same powers as are vested in a civil court under the code of civil procedure 1908, when trying a suit.
ADJUDICATION MACHINERY:

These authorities are——

(1) LABOUR COURTS:

The appropriate Govt. may by notification in the official Gazette, constitute one or more Labour courts for adjudication of industrial disputes to any matter specified.

A Labour Court shall have the same powers as are vested in a civil court under the code of Civil procedure 1908, when trying a suit.

(2) INDUSTRIAL TRIBUNALS:

The appropriate Govt. may by notification in the official gazette constitute one or more Industrial Tribunals for the adjudication of industrial disputes.

The Tribunal shall consist of one person only to be appointed by the appropriate Govt. A tribunal shall have the same powers as are vested in a civil court under the code of Civil procedure 1908, when trying a suit.

(3) NATIONAL TRIBUNAL:

The Central Govt. may constitute one or more national industrial tribunals for the adjudication of
industrial disputes which in the opinion of the central Govt. involves question of national importance. A national tribunal shall consist of one person only to be appointed by the central Govt. The Tribunal shall have the same powers as are vested in a civil court.

**VOLUNTARY REFERENCE (Sec. 10A)**:

Sec. 10 A makes provision for voluntary reference of disputes to arbitration, where any industrial dispute exists and the employer and workmen agree to refer the dispute to arbitration, they may by a written agreement refer the dispute to arbitration. The reference shall be in such a case be to such person or persons (including the presiding officer of a Labour court or industrial tribunals or national tribunal) as an arbitrator as may be specified in the arbitration agreement.

Where an arbitration agreement provides for a reference of the dispute to an even number of arbitrators, the agreement shall provide for the appointment of another person as umpire. The umpire shall enter upon. The reference if the arbitrators are equally divided in their opinion, and the award of the umpire
shall prevail and shall be deemed to be arbitration award for the purposes of this Act.

A copy of the arbitration agreement shall be forwarded to the appropriate Govt. The appropriate Govt. shall within. One month from the date of the receipt of such copy publish the same in the official Gazette.

The arbitrator or arbitrators shall investigate the dispute and submit to the appropriate Govt. the arbitration award signed by the arbitrators or all the arbitrators as the case may be.\textsuperscript{1,2,3}

\textbf{SOURCE – 1. "ELEMENTS OF INDUSTRIAL LAW".}

\textsc{N. D. Kapoor.}

\textsc{Sultan Chand and Sons, New Delhi,}

\textsc{Reprint 1996 p. 209, 211, 214, 223, 241.}

\textbf{2. AN INTRODUCTION TO LABOUR AND INDUSTRIAL LAWS, S.N. Misra.}

\textsc{Allahabad Law Agency, Law Publisher,}

\textsc{Allahabad 1978, pp. 250-256.}

\textbf{3. IBID., pp. 287-295.}
(4) **THE TRADE UNIONS ACT 1926**:

This Act may be called the Trade Unions Act 1926. It extents to the whole of India. It shall come into force on such date as the central Government may by notification in the official Gazette, appoint.

**DEFINITIONS** --

01) **Appropriate Government**:

In this Act the Appropriate Government means in relation to Trade Unions whose objects are not confined to one state, the central Govt. and in relation to other Trade Unions, the state Govt.

02) **EXECUTIVE**:

Executive means the body, by whatever name called, to which the management of this affairs of a Trade Union is entrusted.

03) **REGISTERED TRADE UNION**:

Registered Trade Union means a Trade Union registered under this Act.

04) **REGISTRAR**:

Registrar means a Registrar of Trade Unions appointed by Appropriate Govt. Under Sec.3.

05) **TRADE UNIONS**:

Trade Unions means any combination, whether temporary or permanent, formed primarily for the
purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions.

REGISTRATION OF TRADE UNIONS:

i) Any seven or more members of a Trade Union may be subscribing their names to the rules of the trade union and by otherwise complying with the provisions of this Act with respect to Registration apply for the registration of the Trade Union under this Act.

ii) Every application for registration of a Trade Union shall be made to the Registrar and shall be accompanied by a copy of the rules of the Trade Union and statement of the following particulars.

(a) The names, occupations and addresses of the members making the application.

(b) The name of the Trade Union and address of its Head Office.

(c) The titles, names, ages addresses and occupations of the office bearers of the Trade Union.
THE RULES OF A TRADE UNION MUST PROVIDE FOR THE FOLLOWING MATTERS AT THE TIME OF ITS REGISTRATION:

a) Name of the Trade Union.

b) Objects of the Trade Union.

c) Purposes for which the general funds of the Trade Union shall be applicable.

d) Maintenance of the list of members of Trade Union.

e) Payment of the subscription by the members of the Trade Union which shall be not less than 25 NP per month per member.

f) The manner in which the rules shall be amended.

g) The manner in which the members of the executive and the other office bearers of the Trade Union shall be appointed and removed.

h) Rules regarding custody of the funds of the Trade Union, annual audit, of account.

i) Manner in which the Trade Union, may be dissolved.

RIGHTS AND LIABILITIES OF REGISTERED TRADE UNIONS:

01. The General Funds of a Registered Trade Union shall not be spent on any other objects than the following—

(a) The payment of salaries, allowances and expenses to office bearers of Trade Union.
(b) Payment of administrative Expenses of Trade Union.

(c) The Prosecution or defense of any legal proceeding to which the Trade Union is a party.

(d) The conduct of Trade Disputes on behalf of Trade Union.

(e) Allowances to members or their dependents on account of death, old age, accidents etc.

(f) The provision of educational, social or religious benefits for members such as expenses of funerals, of religious ceremonies for deceased members.

(g) The upkeep of a periodicals published.

02. The separate fund, from contribution separately levied for or made to that fund, from which payments may be made for the promotion of the civic or political interest as below—

(a) Payment of the expenses incurred by a candidate.

(b) The holding of meeting or distribution of literature in support of the candidate.

(c) The maintenance of the person who is member of legislative body or any local authority.
03. **OTHER PROVISIONS OR RIGHTS**:

(a) The accounts books of the trade union shall be open to inspection by an office bearer a member of the trade union.

(b) Any person who has attained the age of fifteen years may be a member of a registered trade union.

(c) When a registered Trade Union is dissolved notice of the dissolution signed by seven members and by the secretary of the Trade Union shall, within 14 days of dissolution, be sent to the registrar.

(d) There shall be sent annually to the Registrar, a general statement audited in the prescribed manner, of all receipts and expenditures during the year ending and of the assets and Liabilities of the Trade Union existing.

(e) If default is made on the part of any Registered Trade Union in giving or sending any statement under the provisions of the Act every office bearer of the Trade Union, shall be punishable with fine.

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SOURCE -- 1. "The Trade Unions Act 1926" (Modified upto 1 Dec 1986)
Govt. of INDIA,
MINISTRY OF LAW AND JUSTICE
P. 1 - 9.

2. AN INTRODUCTION TO LABOUR AND INDUSTRIAL LAWS.
S.N. MISRA,
ALLAHABAD LAW AGENCY,
LAW PUBLISHERS, ALLAHABAD,
IMPLEMENTATION OF IMPORTANT PROVISIONS OF INDUSTRIAL AND LABOUR LAWS IN THE FACTORIES SELECTED FOR THE STUDY:

In order to review the implementation, the provisions of the Factories Act 1948, The industrial Disputes Act 1947, The workman's compensation Act 1923 and The Trade Unions Act, 1926 were enlisted and had been put forth, to the labour and welfare officers, the Trade-Union Leaders and the concerned executives of all the seven factories, in the form of questionnaire. The answers received from them through the questioners have been analyzed here. These Acts are applicable to sugar factories also in India. Attempts have been made here to study as to how far the important provisions of the Acts have been implemented in the working of the sugar factories.

(01) Sidheshwar SSK ltd. Silpod:

1) The Factories Act 1948:

The Act has been in the implementation from the beginning of the factory. The provisions such as the right of workmen to get trained within the factory, sponsored by the occupier in the training centers at the state level or central level, very rarely such courses are arranged. As per the amendments of 1987 the management is performing their duties in regards to health, safety and welfare of workers.
The factory has a bio-gas plant installed on the waste water of distillery. The plant will be generating Mithen gas which could be used as fuel in the boilers, so as to have the effective arrangement for the treatment of waste and effluents due to the manufacturing process.

The factory Act says that there should be sufficient supply of drinking water in the factory premise but now a days the factory is facing the severe problem of water in the region.

A canteen facility as a welfare measure has to be provided and maintained by the occupier for the use of workmen. In the factory premises the canteen facility is there but it is under a temporary tin shade run by a private contractor and may not be to the standard expected and spirit of the provision.

The Act provides for the rest rooms and suitable lunch rooms where workers can eat meals brought by them but it is not to expected standard. Other provisions of the Act in the day to day functioning of the factory, they are implemented as usual as per rules.
2) The workmen's compensation Act 1923:

The Act considers the compensation payable by an employer to his workmen in case of accident as a measure of relief and social security.

In the factory the compensation has been made to the person injured by accident in the course of employment in the year 1995-96. But in sugar factories there are less chances of high degree of disablement or injuries caused to workmen, because of machinery safeguards and automation.

3) The industrial disputes Act 1947:

The Act provides for an effective machinery for settlement of disputes and brings about industrial peace. But fortunately in the factory there are no notable incidences and dispute cases referring to the works committee, conciliation officer, Board of conciliation, court of inquiry, Labour courts, industrial tribunals or national tribunals. Because in the investigation it was found that the Labour relations are cordial and fair. The trade union Leaders also opined that their problems are solved by mutual understanding.

4) The Trade Unions Act 1926:

The Sillod Taluka Sakhar Karkhana Union has been registered under the Act. Union office is there.
executive body is there as per rules, Elections are held as per rules but however it is found that the office bearers and members are inactive and least interested in the unionism.

2) **SAMARTH SSK LTD. VADIGODRI:**

1) The Factories Act 1948:

The Act has been in the implementation from the beginning of the factory.

The workmen are given training as and when it is necessary.

As per the amendments of 1987, the management is performing their duties in regards to health, safety and welfare of workers.

The factory has a Bio-Earth composed manure plant installed in the year 1993, which is using the distillery spent wash and press-mud and manufacturing the composed fertilizer, so as to have the effective arrangement for the treatment of waste and effluents in the manufacturing process.

A canteen facility as a welfare measure is provided in the premises. Other provisions of the Act

Source: 1. Interview of Labour & Welfare Officer of Siddheshwar.
in day to day working of the factory are implemented as usual as per rules.

2) The workmen’s compensation Act 1923:

The Act considers the compensation payable by an employer to his workmen in case of an accident as a measure of relief and social security.

The compensations is paid by the factory to the causalities as and when they occur. In the investigation it was found that in the incidence of accidents the management has spent lot of money for the sake of injured employee. The provisions of the workmen’s compensation Act are implemented not only as legal binding but as social binding also. The casualty had been treated in the private hospital at the factory’s cost.

3) The industrial disputes Act 1947:

In the factory the labour management relations are cordial, harmonious and healthy. In the investigation it is found that even though there is a trade union of workers in the factory. But there are no disputes of any kind. If there is any dispute it is settled by mutual cooperation. The office bearers of Trade Union spoke very high of the management of the factory and the general administration. Wage payments
are regular with few exceptions. The payment of bonus is made regularly at the time of Diwali. The disputes are settled by mutual agreement at the factory level. The Trade Union leaders were found of the constructive attitude.

4) The Trade Union Act 1926:

The Samarth Sahakari Sakhar Karkhana Kamgar Sanghatana has been established in the year June 1990. It is the factory level union. The office of Trade Union is in the factory premises. Membership register is maintained. The elections are held as per the rules of Trade Union Act. Thus the provisions of the Trade Unions Act are implemented¹.

3) Jaibhawani SSK Ltd, Gevarai:

1) The Factories Act 1948:

The Act is applicable to Sugar factory. The workmen of the factory are given training as and when they are necessary. As per the amendments of 1987, the management is performing the duties in regards to the health, safety and welfare of workers.

The factory has its Bio- Earth composed fertilizer plant installed and it is using the distillery spent

Source: 1. Interview of Labour & Welfare Officer of the Factory.
wash and pressmud and manufacturing the composed fertilizer so as to have the effective arrangement for the treatment of waste and effluents in the manufacturing process.

A canteen facility as welfare measure to workmen is provided by the factory. The canteen building is well built up cement concrete in the factory premises sufficient is size.

Other provisions of the Act in day to day working of the factory are implemented as usual as per rules.

2) The workmen's compensation Act 1923:

The compensation is paid by the factory to the casualties as and when they occur. The provisions of the workmen's compensation Act are implemented in the factory. There are no major injuries caused to the workmen by accident.

3) The industrial Disputes Act 1947:

In the factory the labour-management relations are cordial. There is representation of workers on the management. If there is any dispute it is settled by mutual cooperation. Monthly wage payments are irregular but because of the seasonal nature of the industry and irregular supply of sugar cane the workmen understand the problems of the factory and financial cri-
sis. Bonus payment is made at the time of Diwali. Thus there are no disputes among the workmen and management. If there are differences or disputes they are resolved at the factory level by mutual understanding only.

4) The Trade Union Act 1926:

"The Jaibhawani Sahakari Sakhar Karkhana Kamgar Union" has been registered under the Act in the year 1978. The Union is factory level union. The office of the trade union is situated in the factory premises. The union office maintains the membership register. According to rules elections are conducted. The financial accounts of the union are also audited every year as per rules. Thus the provisions of the Act are implemented.

4) MANJARA SHETKARI SSK LTD, LATUR:

1) The Factory Act 1948:

The Act has been in the implementation from the beginning of the factory.

The workmen of the factory are given training as and when it is necessary. The factory has bio-gas plant installed and waste water of distillery. It helps

Source: 1. Interview of Labour & Welfare Officer.
in controlling pollutions. The canteen facility as a welfare measure is provided to employees. The food-stuff is provided at subsidized rates. The Udapi management is running the canteen.

The first aid box, safeguards to dangerous part of machinery, drinking water availability rest rooms etc. all these provisions are implemented by the factory as usual as per rules.

2) The workmen's compensation Act 1923:

The provisions of the Act are implemented in the factory not only as legal binding but as social binding also. The labour & Welfare officer and the trade union leaders were interviewed on this issue and the answers were very encouraging. In the investigation it was found that whenever there is any incidence of accident to any workman, they are first of all given the medical treatment at the cost of factory. And whenever there is any compensation necessary. The management comes forward.

3) The industrial dispute Act 1967:

In the factory the labour management relations are fair. There are no disputes. Whenever there is any dispute, it is settled first of all at the factory level by mutual understanding. The manage-
ment does not give any chance for differences of opinion among them.

The wage payments are almost regular, The bonus is paid every year generally at the time of Diwali. There is participation of workers through the representation of trade union leaders. So there are no disputes between labour and management.

4) The Trade Union Act 1926:

The Manjara Sakhar Kamgar Sanghthna Vilas nagar is the registered name of the Trade Union. It is factory level trade union. The union office maintains the membership register. The union has trade union office in the factory premises. The tenure of the executive body is as per the by-laws of the union. Thus the provisions of the Trade Unions Act are implemented as specified.

5) TERANA SHETKARI SSK LTD, DHOKI:

1) The factory Act 1948:

The provisions of the Act are implemented in the factory from its beginning. The important provisions like training to workmen is imparted as and

Source: 1. Interview of Labour & Welfare Officer of the factory.
when it is necessary. The factory is the oldest factory in Marathwada region established in the year 1965, as a cooperative sugar factory.

The canteen facility is made available in the factory premises. It is run by contractor. The eatables are provided to workmen at subsidized rates.

The first aid box, safe guards to dangerous parts of the machinery, drinking water availability, rest rooms and lunch rooms etc. are provided as per the requirement of the provisions of the Act.

2) The workmen’s compensation Act 1923:

The provisions of the Act are implemented in the factory as a measure of relief and social security. In the factory the compensation has been made to the person injured by accident in the course of employment.

3) The industrial disputes Act 1947:

The labour-management relations are healthy. There is workers representations on management. Whenever, there is a dispute it is settled at the factory level by mutual agreements. The payment of wages and salary are not very regular. Payments are delayed depending on the financial condition of the factory.
The bonus is paid every year. In the year 1995-96 the bonus has been paid at the rate of 10 percent. So there are no disputes in the factory.

4) The Trade Union Act 1926:

The trade union named as, "Osmanabad Zilha Rastriya Sakhar Kamgar Sangh" is registered under the act in 1969. It is a factory level union. The union office maintains the membership register. The monthly subscription fees is collected from the workmen as prescribed. Trade union office is situated at the factory premises. The financial accounts of the union are audited every year as per rules. The tenure of the executive body is five years as per the by-laws. Thus the provisions of the Act are implemented.

6) PURNA SSK LTD, BASMATNAGAR:

1. The Factory Act, 1948:

The provisions of the Act are implemented from the beginning of the factory. The important provisions like training of workmen is given as and when it is necessary.

The canteen facility is there. It is run by private contractor. But the foodstuff, eatables are not provided at subsidized rates.

Source: Interview of Labour & Welfare Officer.
The first aid box, safety guards to dangerous parts of machines, drinking water, lunch rooms and rest rooms are provided as per the rules.

2) The workmen's compensation Act 1923:

The provisions of the Act are applied in the factory as and when they are necessary. It is as a measure of relief and social security to the injured or casualties in the accidents. There are no major incidences of accidents taken place in the factory.

3) The industrial disputes Act 1947:

The labour-management relations are good. There is workers representation on management. Whenever there is dispute it is settled at the factory level by mutual agreements. The payment of wages and salaries are irregular. Payments are delayed depending on financial position of factory. But this is not treated as issue. Bonus is paid every year. So there are no disputes. Delays in the wage payments are understood as financial problem of the unit.

4) The trade union Act 1926:

The Parbhani Jilha Sakhar Kamgar Union is the registered name of the union. It is registered in the year 1980. It is supposed that it is district level union. The union office maintains the membership
register. The monthly subscription fees is collected from the bonus amount of the employee members at once every year. The financial accounts of the union are audited every year as per rules. The tenure of the executive body is one year as per by-laws. Thus the provisions of the Act are implemented.

7. Godavari-Manar SSK Ltd., Shankar Nagar:

1. The Factories Act, 1948:

The important provisions such as training to workman, canteen facility are provided. The foodstuff and eatables are provided to workers at subsidised rates. The first aid box, safeguards to dangerous parts of the machinery, drinking water, lunch rooms, rest rooms are provided as per rules.

2. The Workmen's Compensation Act, 1923:

The provisions of the Act are implemented in the factory as and when the incidences of accident occur. It is as a measure of relief and social security to the injured or casualties in the accidents.

3. The Industrial Disputes Act, 1947:

The Labour-Management relations are good. Workers are given representation on Board of Directors

Source: 1. Interview of Labour & Welfare Officer.
of the factory. The disputes are settled at the factory level if any by mutual agreement. The payment of wages are delayed by 2 to 4 months depending on financial position. The problem is understood as the financial problem of the unit.

4. **The Trade Unions Act, 1926**:  

Godawari-Manar Sakhar Kamgar Union is registered under the Act in the year 1983. It is factory level union. The monthly subscription is collected from members from the salary of last month of the year i.e. December. The Union office maintains the membership register as per rules. The financial accounts of the union are audited every year. The tenure of the executive body is 5 years as per the bi-laws of the union. Thus the provisions of the Act are implemented by the trade union of workers in the factory.

4.3 **CONCLUSION** :

The implementation part of the provisions of industrial and labour laws for the study in the seven factories of the present study is really interesting. Apparently it appears that all the provisions are

Source: 1. Interview of Labour & Welfare Officer.
observed but inwardly if one goes to its root the reality is far from the face. The findings of the study have been analyzed as below:

1. **The Factories Act, 1948**:

   i) The provisions of the factories Act, 1948 are implemented in all the seven factories of the study. The workmen of the factories are extended training. But it is observed that there is lack of regular training and orientation programme organised in a systematic manner. The very purpose of the training is to increase the productivity and efficiency of labour and in turn the factory as a whole.

   ii) In order to have pollution control and arrangement for the treatment of the waste and effluents in the manufacturing process, the bio-gas plants are installed in Siddheshwar SSK Ltd and Manjara Shetkari SSK Ltd, while the bio-Earth composed fertiliser plants are installed in Samarth SSK Ltd and Jaibhawani SSK Ltd. whereas others do not have this arrangement.

   iii) The canteen facility is available in the factories as a requirement of the Act. But it is found in the investigation that the canteens are under temporary tin shades in Siddheshwar SSK Ltd., Gillod,
Terna Shetkari SSK Ltd., Dhoki; Purna SSK Ltd. and Godavari-Manar SSK Ltd. whereas in only Samarth SSK Ltd., Jaibhawani SSK Ltd. and Manjara Shetkari SSK Ltd. The canteen buildings are found well-built-up in cement concrete and spacious and run by private contractors. The food stuffs and eatables are provided at subsidised rates. The negligence is noticed on the part of construction of canteen buildings, quality food-stuff being served and cleanliness in the premises. Here the purpose should not be merely, requirement culture oriented but it should be spirit culture oriented.

iv) The other provisions such as the first-aid box, safeguards to the dangerous parts of machineries, drinking water facility, cleaning of work rooms, proper ventilation and temperature, schemes for the grant of leave, rest rooms and lunch rooms etc. are commonly provided by the factories. But herein also there seemed the absence of regularity. Irregularities and untimeliness is the main feature of the cooperatives. This may be because of the financial constraints and seasonality of the industry.

2. The Workmen’s Compensation Act, 1923:

The provisions of the Workmen’s Compensation Act, 1923 and their amendments have been implemented
in all the seven factories as and when casualties and incidences of accidents occur. Even management takes maximum care of the casualties not as only legal binding but as social binding also. Sometimes more than what has been prescribed in the provisions of the Act has been done. Only the point is that compensation payments are delayed.

3. The Industrial Disputes Act, 1947:

The provisions of the Act are applicable to sugar industry, the machinery for settlement of disputes too. But fortunately in sugar factories there are no notable incidences of disputes. The labour relations are fair. In the investigation it is found that the wages and salary payments are delayed. The delay ranges from two to five months depending on the financial positions of the factory during the year.

The payment of bonus is generally made at the time of Diwali but in installments. There are no retrenchment cases.

There is workers participation in management through the representation of workers on the Board of Directors. Disputes are settled by mutual agreements at the factory level itself.
4. The Trade Unions Act, 1926:

The provisions of the Act and their amendments are implemented by the trade unions in the factories. The trade unions are registered under the Act. There is only one union in each of the factories at the factory level. They maintain the membership registers. Subscription fees also is collected as prescribed. The executive body elections are conducted as prescribed in the by-laws. The financial accounts are audited every year. Thus outwardly the things look going smoothly. It is observed that the trade unions are apparently and legally existing but factual standing is weak and sluggish. The office bearers are least interested in the activities of the unionism and there is no liveliness.
REFERENCES


2. Ibid : pp. 43, 45, 54, 60.


8. Ibid : PP. 250-256


12. Interview of labour : Siddheshwar - SSK Ltd and welfare officer

13. """"

14. """"

15. """"

16. """"
17. """" : Purna SSK, Ltd
18. """" : Godavari Manar SSK Ltd
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Ministry of Law
and Justice : The Trade Unions Act, 1926
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