The importance of workers' participation in management has been widely accepted as one of the philosophies of industrial management. In India this is a borrowed concept. It was experimented in Western Europe first with the active participation of the trade union movement as a component element of a prolonged political struggle.

Vast literature on the subject has since been published all over the world. Nevertheless, realisation about the renewed efforts in this area of study has come about because of the increasing complexity towards successful experimentation of the concept of workers' participation in management.

India attempted to implement the idea after the western line. This was more as a result of Government initiative rather than to meet the growing demand of the working class. Starting from 1947, the Government of India initiated various schemes, such as Works Committees in 1947, followed by Joint Management Councils in 1958, Worker-Director in 1971, Shop Councils and Joint Councils in 1975 and Workers' participation in management in commercial and service organisation in 1977.

A number of studies highlighting different aspects of workers' participation in India are available but those are mostly on specific issues.
It was, therefore, felt that a comprehensive study of the issue in the overall background of the world experience is necessary to bring into focus a proper perspective and an indication about its future scope and potentials.

The present study has therefore been aimed at filling in this gap. To what extent the success has been achieved towards that end is a question left to those who will have interest and patience in going through the study presented here.

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