A few years ago, an idea came to my mind that I should make a special study for a research degree on a topic connected with industries in U.P. It did not take me long to make a final decision regarding the topic, because industrialisation in India was of paramount importance, and it had been stressed not only by the Planning Commission, but also by world authorities. Our country has been called a developing country, but the term is merely an euphemism for a country that needs development badly. I, therefore, decided that the topic should be connected with industries. The next thing that occupied my attention was what aspect of industries should be chosen for study. This too did not present much difficulty, as the employer-employee relations, technically known as industrial relations, appeared to me to be most suitable for special study in the prevailing industrial conditions.

It is almost a truism to say that good industrial relations constitute the sine qua non of all economic progress. This has been realised not only by us in India, but also by other countries of the world. On good and healthy industrial relations depend optimum productivity and increased potentialities of employment. Uttar Pradesh is an economically and industrially backward state, and it has its own problems. The economic
scene is not a static thing but an ever-changing phenomenon, and so the recent trends in this sphere are always worthy of study.

Accordingly, I complied with the necessary formalities which resulted in the permission accorded to me by the Kanpur University for carrying on research on "Trends in Industrial Relations in the large-scale industries of Kanpur since 1951".

Apparantly, the restriction of the topic to Kanpur was a choice for the better and also one that was likely to prove more useful than an enlarged topic on which several studies had been made earlier. Really, however, it increased my difficulty enormously, as I had to run from pillar to post, to collect material locally. My endeavours were not always rewarded with success. Insurmountable difficulties presented themselves in my way. Labour leaders could not give me the required information. Statistics in the local Labour Department were sometimes non-existent, and sometimes inadequate. The E.S.I.C. people could not provide me with necessary data about compensation in cases of fatal and serious injuries. The Employers' Association of Northern India have stopped publishing several important data. The local Chambers of Commerce, too, do not possess necessary statistics. These obstacles made my task very difficult, but at the same time more rewarding. Many a time I had to calculate, compile and sift things from miscellaneous records in the Labour Office. They treat Kanpur as just one centre of industry, and
do not accord any separate or special place to it. In order to get the figures for one year for Kanpur, I had to go through huge piles of records.

Far be it from me in any way to belittle the help, suggestion, or data given by numerous persons and authorities to me in the pursuit of my work. I take this opportunity of thanking the officers and staff of the various offices that I visited for collection of material. I am particularly obliged to the Assistant Labour Commissioner, Sri P. B. Lal, the Statistician and the Librarian, of the Office of the Labour Commissioner, Regional Employment Officer, Kanpur, and the Secretary of the Employers' Association of Northern India. I acknowledge my indebtedness to the various newspapers, periodicals, reports, and books that I consulted, as mentioned in the bibliography appended.

It may not be out of place to mention here the lines on which records in the Labour Department might have been more useful to me: (i) Strikes and Lockouts should have been given separately for a proper appraisal of the industrial unrest, and not together as at present; (ii) The duration of lay-offs should also have been given; (iii) The quarters for labourers built by employers should also have been shown in the records, yearwise; and (iv) The index of money wages of industrial workers should also have been given along with their Consumer's Price Index, to make it meaningful.
It is my belief that the data compiled and calculated by me from the available records pertaining to Kanpur have yielded useful results in the assessment of local industrial relations. I also cherish the hope that the conclusions given and suggestions made by me at appropriate places will appeal to persons interested in the topic. My approach throughout has been objective and not doctrinaire. I have relied more on facts than on theories, and have endeavoured to give due consideration to all views, howsoever different they might be from mine. The problem of industrial relations is an intricate problem, and one that baffles the outstanding personalities of the world. My work is only a humble attempt in the direction of finding out means of bringing about harmony between labour and capital.

Last but not least, I acknowledge my deep indebtedness to my Supervisor, Dr. A.P. Gaur, M.A., M.Com., Ph.D., D.Litt., Principal, V.S.S.D. College, Kanpur. He has taken a paternal interest in my work and has watched its progress from step to step with kindness and affection. Indeed, this work would not have seen the light of day, but for his continued guidance and inspiration, at all stages.

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