Labour legislation in our country, as in other countries, has essentially been a factor of historical necessity. In framing the labour laws, each country has kept to its own outlook. The policy of labour legislation in India is based upon the British pattern. It was natural because we were mostly guided by the British being their camp followers. The main difference was that the speed and tempo of legislation was slow as compared to industrially advanced countries like England. India decided to seek its own labour policy, in the context of India's developing economy and growing emphasis on eradication of poverty. The Directive Principles of State Policy, as laid down in the constitution of India do not contain concrete articles relating to labour. India from 1947 to the present day seems to be sorely try in her party-politics than to solve the problems of labour welfare, social security and social justice. Labour is the root of economic progress. So, there has grown within a short span of time a good deal of criticism of the legislative machinery to achieve good results in the sphere of labour legislation.

If India really wants to have a socialist democracy, it should first of all eschew violence of all kinds. For this purpose, workers should be trained properly to understand fully their responsibilities and duties. However, it becomes more essential because India is taking big strides towards industrial development and labour is becoming more and more conscious
of its rights and privileges. It is also necessary to take steps to ensure that labour administration as a whole will possess the greatest possible administrative independence, subject of course to the over-riding authority of the government labour department.

The foremost thing required in the implementation of labour laws is intelligence which is inherently involved in action. All over India, it is seen that labour officers appointed for the administration of labour laws are lacking in intelligence, initiative, devotion and drive. This leads to the syndicalistic atmosphere in the factories, the result is unharmonious industrial relations which are ultimately responsible for decreased production of the commodities. So, the administrative staff must not put hurdles in the growth of labour aspirations. It should intelligently enable organised labour to participate and share in the evolution of an egalitarian society. The implementation should be smooth without putting any strain on the industry or the labourers. It should with the spirit of welfare which the constitution makers had in their mind while framing the Directive Principles of State Policy. It requires both legal and moral support given to labour in their struggle against exploitation and ignorance and in giving support for raising better standard of living and a higher standard of life. It is only possible through a political system mainly based upon the Indian culture and tradition of democratic-socialism. The source of all progress and prosperity is talent, so it need not to be
crushed any where in the world. In India industrial labour legislation has not followed the Gandhian line. Capitalists should consider themselves trustees of the poor workers. Legislation should also follow the Gandhian pattern. The use of force from either side (the capitalists and the labour) should be scrupulously avoided. The creation of classes and then their inevitable clash as visualised by Marx, Lenin, Stalin and Mao is highly dangerous. Trade unions should play the role of mediators who should function as shock absorbers. Their role on the one hand should be to resolve the disputes and on the other urge upon the government the need of pacific settlement of disputes. Women and children should not be exploited. Adequate salaries, taking into account the purchasing power of money, should be paid. Proper compensation should be paid for any disability caused by accident. Hygienic conditions should be created. Their houses should be properly ventilated, their grievances should be sympathetically looked into. Slum areas should be completely wiped out and planned industrial cities should be built along with the industry. Labour unrest should be promptly dealt with.

In the body of the thesis I have copiously dealt with all these problems. However good the legislation may be it would be useless if it is not properly implemented. I have covered almost all the Acts passed in the United India, British administered provinces and the states after independence. I have not confined myself to labour legislation and administration in U.P. but dealt with all the aspects of the problem.
The most significant phenomenon with which I have dealt is that no ideology or "ism" has spurred the trade union movement in India. It has been more or less solely, the result of human misery born of extreme form of exploitation which existed in the British owned industries and which caused hue and cry sufficient to make itself heard and consequently legislated upon. Democratic socialism in England was the cause as well as the effect of this legislation, whereas in India, in the later years the Indian National Congress, much better its socialist wing, demanded relief to workers in order to increase its following. However, after independence more constructive steps were taken and more comprehensive legislation was the order of the day.