

Labour Law -1

Unit – 1

Industrial Relations

An industry is a social world in miniature. Industries help in production and provide employment to the people of society. Different categories of human elements are involved in an industry. The relations of these groups *inter se* constitute the subject matter of industrial law. Industrial relations play a vital part in the establishment and maintenance of industrial democracy. The economic activity is the central field of industrial relations. The economic system of any nation affects the industrial relations, which in turn affects the social order. A man has to struggle with his environment for earning his bread and satisfaction of his material wants. Industrial revolutions are nothing more than the struggle of men for their material satisfaction.

The industrial revolutions create an imbalance in the society as they prejudicially affect the rights and interests of those sections who work in such industries but do not control it. It results in inequitable distribution of wealth because means of production are controlled by the dominant section of the society, who exploit the labour to their own maximum benefit. It is because of these far reaching consequences of the imbalance and disorder in industrial relations and because of the fact that it affects such a large and varied complex of group relationship that it was soon realised that the very existence of the State as protector of the community and as arbitrator of conflicting interests may be jeopardised if it was not to intervene in industrial matters to maintain social morality which was necessary for a healthy social order. Economic progress is also bound up with industrial peace.

Industrial relations are, therefore, not a matter between employers and employees alone, but a vital concern of the community which may be expressed in measures for the protection of its larger interest. State intervention is also justified to prevent exploitation of the weaker section of the society by the stronger section. Industry owners are not the only party to be blamed for the

industrial disorder, but the State whose duty it is to establish a just social order is equally to be blamed.

Social justice requires that the State for its own existence owes an obligation to the community to bridge the gap between the two classes and evolve a healthy social order. It is from this fountain of social justice that the necessity of legal regulation of industrial relations has flown. The scope of governmental legal regulation of the industrial relations depends upon the socio-economic objective that State seeks to attain and these would be reflected in the socio-economic planning and national labour policy. It is further conditioned by the degree of the existing social imbalance which needs social re-adjustment and the conceived picture of ideals which feed the programme of social justice in the given socio-economic situation. We in our country are mainly embarking upon industrial and technological advancement.

But mere technological advance will widen the social imbalance. Social science is necessary for reshaping social relationship. Therefore, the State must endeavour to promote studies and researches in sciences which will help in reshaping social relationship in accordance with the principles of social justice and socio-economic objectives.

Reference Book

- G.M. Kothari, A Study of Industrial Law
- First Five Year Plan,