

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

STARRED QUESTION NO:464

ANSWERED ON:27.04.2015

LABOUR DISPUTES STRIKES

Ramachandran Shri Krishnan Narayanasamy;Tripathi Shri Sharad

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government is aware that labour disputes/strikes have increased during the last few years;
- (b) if so, the details thereof indicating number of such disputes/strikes reported during each of the last three years, State/UT-wise;
- (c) the total number of man-days lost and production affected and resultant financial loss suffered by the country as a result thereof during the said period, year-wise and State/ UT-wise;
- (d) whether the Government proposes to put any mechanism to prevent labour disputes and also ensure that labourers are not forced to go on strike, if so, the details thereof and if not, the reasons therefor; and
- (e) the steps taken by the Government for speedy disposal of such disputes/strikes amicably?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA)

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF THE LOK SABHA STARRED QUESTION NO. 464 FOR ANSWER ON 27.04.2015 RAISED BY SHRI SHARAD TRIPATHI & SHRI K. N. RAMACHANDRAN REGARDING LABOUR DISPUTES/ STRIKES.

(a): No, Madam. The number of strikes and lockouts during the last few years does not show an increasing trend.

(b) & (c): A Statement showing number of disputes/strikes along with man-days lost and production affected and resultant financial loss suffered by the country reported during the last three years, State/UT-wise, is given at Annexures I to IV.

(d) & (e): The Industrial Dispute Act, 1947 has provisions to resolve disputes speedily, with fewer complications and with little or no cost. Central Government Industrial Tribunal and Labour Courts are set up for resolving disputes without cumbersome legal hurdles. Recently the Industrial Dispute Act, 1947 was amended and Section 2A of which allows workman to directly approach the Labour Court or Tribunal for adjudication of dispute arising out of discharge, dismissal, retrenchment or termination from service.

The amended Act also provides for establishment of a Grievance Redressal Machinery (GRM) within industrial establishment having 20 or more workman with one stage appeal at the head of the establishment for resolution of disputes arising out of individual grievances. With this amendment, the workman will get one more alternative grievance redressal mechanism for the resolution of his dispute within the organization itself with minimum necessity for adjudication.

This Ministry has developed a "Shram Suvidha Portal" for On-line Registration of Units, Reporting of Inspections, submissions of Annual Returns and Redressal of Grievances. The portal facilitates ease of reporting at one place for various Labour Laws by a single On-line Annual Return, consolidate information of Labour inspections and its enforcement thereby enhancing transparency in Labour Inspections, providing effective Grievance Redressal System.