

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

UNSTARRED QUESTION NO:3381

ANSWERED ON:10.08.2015

Labour Disputes

Rao Shri Rayapati Sambasiva

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

- (a) the type of labour disputes or strikes that have been reported in the last one year, State-wise;
- (b) the mechanism in place to resolve labour disputes;
- (c) the type of redressal mechanism built in at the Government level to ensure that strikes never happen;
- (d) the total number of man-days lost in the last three years due to strikes or labour disputes in industrial sector; and
- (e) the speedy measures taken in the last one year to resolve disputes in the industrial establishments amicably?

Answer

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

(a) & (d): Statements showing State/UT-wise number of Strikes, Lockouts and Mandays lost, in the last three years, as per statistics compiled by Labour Bureau, Ministry of Labour & Employment are at Annexure I to III.

(b) & (c): 44 labour laws have been enacted, enforceable by Central Agency, State Agency and Central & State Agency and in their respective spheres. For settlement of Industrial disputes the Industrial Dispute Act, 1947 has provisions to resolve disputes speedily, with fewer complications and with little or no cost. The Act provides Works Committee, Conciliation Officers, Boards of Conciliation, Courts of Inquiry, Labour Courts, Tribunals and National Tribunals for resolving disputes without cumbersome legal hurdles. The Conciliation Officer intervenes when strike notices are received and make possible efforts to avert strikes.

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(e): Recently the Industrial Dispute Act, 1947 was amended, 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.

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