

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 1203  
TO BE ANSWERED ON 01.08.2024**

**ROLE OF GOVERNMENT IN MAINTAINING INDUSTRIAL RELATIONS**

**1203. SHRI BRIJ LAL:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) the role Government plays in maintaining industrial relations in the country; and**
- (b) the lawful mechanisms available with Government to maintain harmonious relations between workers and the employers?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) & (b): The subject "Labour" falls under the Concurrent List. Accordingly, both Central and State Governments as appropriate Governments play an important role for maintaining cordial and harmonious industrial relations in the country through the following Acts (and rules made thereunder):**

- (i) The Industrial Disputes Act, 1947**
- (ii) The Trade Unions Act, 1926, and**
- (iii) The Industrial Employment (Standing Orders) Act, 1946**

**The Industrial Disputes Act, 1947 provides mechanism to maintain harmonious industrial relations between workers and employers through Grievance Redressal Committee (GRC), Works Committee, settlement of industrial disputes through conciliation process and adjudication of disputes. The Act also lays down the procedure for lay off, retrenchments, closures and conditions for strikes and lock-outs.**

**The Trade Unions Act, 1926 regulates the process of registration of trade unions, which help in collective bargaining.**

**The Industrial Employment (Standing Orders) Act, 1946 provides for defining service conditions and their finalization through tripartite mechanism.**

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