

The Industrial Disputes Act, 1947

Labour Law · Industrial Relations

1. Objective and Scope

The Industrial Disputes Act, 1947 provides the machinery for investigation and settlement of industrial disputes between employers and workmen, and regulates lay-off, retrenchment and closure of industrial establishments.

2. Dispute Resolution Machinery

- **Works Committee (Section 3)** — joint employer-employee committee to promote good relations at the establishment level.
- **Conciliation Officers (Section 4)** — mediate and promote settlement of disputes.
- **Labour Court, Industrial Tribunal and National Tribunal (Sections 7–7B)** — adjudicate disputes referred to them by the appropriate Government.

3. Key Concepts

- **Section 2(k)** — definition of 'industrial dispute' as any dispute or difference connected with employment, non-employment, or terms of employment.
- **Section 2(s)** — definition of 'workman'.
- **Section 25F** — conditions precedent to retrenchment, including notice and compensation.
- **Chapter VA** — lay-off and retrenchment compensation.
- **Section 22–23** — prohibition of strikes and lock-outs in public utility services without notice.

4. Exam-Focused Summary

- Explain the difference between 'lay-off', 'retrenchment' and 'closure' under the Act.
- List the conditions precedent to a valid retrenchment under Section 25F.
- Distinguish a Labour Court's jurisdiction from that of an Industrial Tribunal.