

## **INDUSTRIAL DISPUTES ACT, 1947**

The Industrial Disputes Act, 1947 was enacted to secure industrial peace and harmony by providing machinery and procedure for the investigation and settlement of Industrial disputes by negotiations instead of by trial of strength through strikes and lock outs. An "industrial dispute" has three ingredients, viz:-

there should be real and substantial dispute or difference

the dispute or difference must be between employers and or workmen

the dispute or difference must be connected with the employment or non-employment or terms of employment or with the conditions of labour of any person

The procedures for strikes or lockouts, lay-off, retrenchment, closure and activities regarded as unfair labour practices are also dealt under the Industrial Disputes Act, 1947.