

INDUSTRIAL RELATIONS AND LABOUR LAWS (4th ed., 2000). By S.C. Srivastava. Vikas Publishing House Pvt. Ltd., New Delhi; Pp. xxxiii+716. Price Rs. 175/.

'INDUSTRIAL RELATIONS and labour laws' presents the perceptions about the mutual relationship of adjustment of interests and goals between labour and management. In this book under review the author *a multo fortiorari* says: "In practice it is, however, found that labour and capital constantly strive to maximize their preferred values by applying resources to institutions. In their efforts they are influenced by and are influencing others. Both of them try to augment their respective income and improve their power position... (I)n a country like India where labour is neither adequately nor properly organized unqualified acceptance of the doctrine of 'free enterprise' particularly between labour and management strengthen the bargaining position of already powerful management".¹ This statement of the author is an excellent point for building up a concept of universality that takes account of the diversity as well as variety of industrial relations laws while reaffirming the basic values which the industrial relations laws seek to protect.

The book under review is in its 4th revised edition and this shows the rapid as well as fast growth of industrial relations and labour laws which in the Shakespearean language is "*the observed of all observers*". This also uniquely shows the celebrity of the author in the arena of labour laws. During the interstices of the last and the 4th edition many vicissitudes in industrial relations laws have taken place which the author has endeavoured to deal with all such significant developments scholastically. Besides substantial additions, modifications and deletions in the legislative policies in this area, the author, too, presents the various judicial articulations as well as judicial nemesis including the aspects of constitutionalism.

The book under review presents perceptions for thought, analysis and colloquial discourse on industrial relations laws which perceptibly reflect "*the sweeter banquet of this mind*" and "*the feast of reason and the flow of soul*". It also strives to spread knowledge of industrial relations laws, viz. "Industrial Relations: Contextual and Constitutional Framework"², "Regulations of Trade Unions, Collective Bargaining and Unfair Labour

1. The book under review 3-4.
2. *Id.* at 3-32 (part I).



Practices”³, “Regulation of Industrial Disputes”⁴ “Standing Orders”⁵, to analyze the causes of characteristics of labour management conflicts so as to give real insights into the labour management problems⁶ and to contribute to the prevention of violations of industrial relations laws.

The book under review, of course, tries to encourage the art of conversation of industrial ideas. The book indeed is a vector for information for lawmen and non-lawmen, viz., LL.B., LL.M., M.B.A., D.B.M., M.S.W., M.A., researchers, company secretaries, personal managers, law officers, lawyers trade unionists, public and private sector, labour policy conceivers as well as labour policy enforcers, and judiciary. The price of the book is within the reach of all the readers who are interested to have keen insights into the industrial relations laws.

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3. *Id.* at 33-138 (part II).

4. *Id.* at 139-644 (part III).

5. *Id.* at 645-708 (part IV).

6. The major dimensions of issues involved in the industrial relations process are terms of employment, viz., wages, dearness allowances, bonus, fringe benefits, working conditions, namely, leave, working hours health safety and welfare, strained relations culminating into strike, non-employment such as job security, manning and employment impact of work charges, personnel issues such as discipline, promotional opportunities and among others recognition's of trade unions.

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