

PREFACE TO THE THIRD EDITION

The Indian Law Institute has always been in the forefront in developing legal literature. In doing so it has been meticulously following the policy of identifying areas where material is lacking. Labour Relations Law has indeed been such an area where despite the availability of enough case law there was lack of properly organized literature. This 'state of affairs' impelled the Indian Law Institute to come out with the first edition of this excellent work. The serene purpose for which it was developed the way it is, is adequately explained by Prof. Bertram F. Willcox in his preface to the first edition. This signifies the sense of dedication with which the book was developed.

Labour Relations Laws in our country present a picture of diversity. Every mode of resolution of industrial disputes has been given space in the system. Collective bargaining, Conciliation, Arbitration, Adjudication etc., find places in the landscape of our industrial jurisprudence. The multiplicity of Laws, disparate jurisdictions, different instrumentalities and a multitude of practices lead to conflicting decisions giving rise to confusion and chaos. Even different benches of the Supreme Court hand out conflicting judgments necessitating referring the issues to larger benches.

In this scenario it was well-nigh impossible for a student to keep track of the developments that took place in different sectors of this dynamic area. There was thus a gap. The present work filled the bill when it was first published. It was considered the first of its kind as a teaching tool. It is strongly felt that despite the availability of some works this is still the best of its kind.

The original scheme is retained. Clarity is maintained. Organisation of the material is sustained. The book has been done to suit the needs of the time. Students, teachers and practitioners will find it suitable for learning. This quality has been achieved by Prof. S.C. Srivastava, a veteran writer in the field. The book gives a panoramic view of the labour laws in our country. Explains how the practices of both the employers and the employees are looked upon by the courts. Explaining the conflicting views on questions of vital importance not only to the employers and employees but also to the society at large the book presents the picture of the interplay of different practices and the laws as emerging from tribunals and courts. The discussion on the cases traces the course a legal norm evolves and emerges out of this interplay and gets nurtured and recognized by the courts and legislatures by breathing life into them through a process of constitutionalization. The slithering course the meaning of 'industry' or 'workman'

took is characteristic of the revolutionary evolution of labour jurisprudence in India. This is adequately discussed in the book.

The advent of globalisation and the attendant liberalization of economy have had their impact on our labour jurisprudence. This branch of law is no more only worker-oriented or employer-oriented. It is economy-friendly too. It is discipline oriented. It reflects balancing of individual and societal interests.

All these trends have been captured in the canvas of our constitutional scheme. The book is an excellent guide to the study of Labour Relations Law in India. We record our appreciation of the good work done by Prof. S.C. Srivastava. M/s. Shivam Offset Press deserves approbation for the good printing.

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