

# Role of Industrial Relations and Labour Laws in Modern Industries

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## PROJECT OVERVIEW

The industrial landscape is continually evolving due to globalization, technological advancements, and shifting work patterns. In this context, industrial relations and labour laws play a critical role in shaping the workforce environment, ensuring fair practices, and maintaining industrial harmony. This research project explores the role of industrial relations and labour laws in modern industries, examining their impact on workers, employers, and the overall industry structure.

The project aims to analyze how industrial relations and labour laws influence modern industries, focusing on their role in ensuring a fair, safe, and productive work environment. The research will explore their contributions to improving workplace conditions, enhancing worker protection, resolving conflicts, and promoting business efficiency.

## INTRODUCTION

Industrial research is the term used to describe the methodical study that businesses do in order to learn new things, develop new goods or procedures, or enhance current ones. It is the catalyst for innovation, assisting sectors in overcoming obstacles, adjusting to shifting markets, and remaining competitive. This covers everything from creating state-of-the-art technologies and streamlining production processes to comprehending consumer preferences and market trends. Businesses that make significant investments in research are better positioned to spur growth, generate new value, and even address challenging societal issues in the fast-paced world of today.

- **Efficiency and Productivity:** Aside from coming up with new products, research also emphasizes improving current ones. This may include enhancing the functioning of supply chains, automating the manufacturing processes (such as with Industry 4.0), or introducing new materials that lessen waste and expenses. Improved efficiency is a notable driver of increased productivity and profitability.
- **Adaptability and Problem Solving:** Industries deal with a variety of issues all the time, such as shifting consumer demands, geopolitical changes, and resource scarcity and environmental concerns. To solve these problems, industrial research offers the resources and expertise. Research on sustainable materials, for instance, tackles environmental impact, while research on renewable energy helps industries lower their carbon footprint.

**Labor laws**, on the other hand, are the rules and regulations that govern the relationship between employers and employees. They are designed to protect workers' rights, ensure fair working conditions, promote health and safety, and establish mechanisms for resolving disputes.

## LITERATURE REVIEW

### Role of industrial relations and labour laws in modern industries

The role of industrial relations and labour laws in modern industries is pivotal for fostering harmonious relationships between employers and employees, which is essential for industrial progress. Industrial relations encompass the interactions among employees, employers, and the government, focusing on collective bargaining and union-management relations (Venkatesh & Kala, 2013). Labor laws serve as a regulatory framework that governs these interactions, ensuring fairness and justice in the workplace (Dukes & Kirk, 2024).

### Definition of Industry

An industry refers to a sector of the economy that produces goods or services, characterized by the collective efforts of workers and management.

Modern industries are complex, involving various stakeholders, including labour unions and regulatory bodies, which influence operational dynamics (Shukla, 2015).

Trade Unionism Act 1926. The organization of workers to protect and advance their interests.

### **Importance of Industrial Relations**

Cooperation and Harmony: Effective industrial relations promote cooperation, which is crucial for productivity and employee satisfaction (Venkatesh & Kala, 2013). Collective Bargaining: Strong labour unions enhance workers' bargaining power, enabling them to negotiate better wages and working conditions (Negi et al., 2017).

### **Role of Labor Laws**

Regulatory Framework: Labor laws establish the legal parameters within which industrial relations operate, protecting workers' rights and ensuring compliance from employers (Blanpain, 2006).

Balancing Power Dynamics: Laws aim to mitigate power imbalances between labour and capital, fostering a more equitable work environment (Shaw, 2016).

While industrial relations and labour laws are designed to promote fairness, some argue that excessive regulation can stifle flexibility and innovation in the labour market, potentially hindering economic growth (Shaw, 2016). Industrial dispute Act 1947 Section 2 refers to a group of businesses that produce similar goods or services.

### **Working Hours**

The balance between work hours and personal life is crucial for employee satisfaction and overall well-being. Research indicates that achieving a harmonious work-life balance can lead to increased motivation, reduced turnover, and enhanced job satisfaction. Employees who manage to balance their professional responsibilities with personal needs report lower stress levels and improved mental health, which in turn boosts productivity and retention rates (Bocean et al., 2023) (putri et al., 2024).

Effective time management strategies, such as scheduling personal time and minimizing unnecessary meetings, are essential for maintaining this balance (Sanfilippo et al., 2023).

### **Working of the Minimum Wages Act**

Purpose and Impact: The Minimum Wages Act is designed to correct market failures by ensuring that employers internalize the social costs of labour, thus enhancing productivity and reducing competition from low-wage firms (Linder, 1990).

Welfare Effects: Establishing minimum wages has been shown to improve the welfare of workers, as evidenced by policies like the UMK in Indonesia, which directly impacts laborers' living standards (Agustine & Ariawan, 2013).

### **Importance of Industrial Relations Today**

Good industrial relations are vital for maintaining workplace harmony, which directly influences productivity and employee morale ("New labour code - regression of workers right of collective bargaining", 2022) (Negi et al., 2017).

### **Mechanisms for Grievance Resolution**

Effective industrial relations systems incorporate mechanisms for raising grievances, allowing employees to voice concerns regarding workplace issues. These mechanisms are essential for maintaining harmony and addressing disputes promptly, thereby preventing escalation into larger conflicts ("New labour code - regression of workers right of collective bargaining", 2022).

### **Provisions for Leave**

Labor laws typically include provisions for various types of leave, such as casual leave, sick leave, and earned leave. These entitlements are crucial for employee welfare, ensuring that workers can take necessary time off without fear of losing their jobs or income, thus promoting a healthier work-life balance (Liukkunen, 2019).

## Impact of EPF

**Financial Security:** The EPF serves as a critical tool for ensuring financial security for employees, thereby enhancing their trust in the employer-employee relationship (Negi et al., 2017).

**Encouragement of Compliance:** By mandating contributions to the EPF, labour laws encourage employers to comply with regulations that promote employee welfare (Blanpain, 2006).

## Understanding Industrial Disputes

Industrial disputes are conflicts between employers and employees or unions, often stemming from misunderstandings about work conditions or rights (Jumiaty et al., 2022).

**Impact:** These disputes can significantly affect productivity and workplace morale, necessitating effective resolution mechanisms like the Industrial Relations Court (IRC) (Rizki et al., 2023).

While industrial relations and labour laws aim to create a balanced environment, some argue that the increasing complexity of these laws can lead to bureaucratic challenges, potentially hindering swift resolutions to disputes.

## Impact on Mental Health

A study of healthcare workers in Ukraine revealed that satisfaction with working conditions is closely linked to mental health, with managers rating its importance higher than doctors (Borovets & Lyubinetz, 2024).

Poor working conditions, including inadequate pay and safety, were highlighted as major dissatisfaction factors among family health professionals in Brazil (Alves et al., 2013).

## Relationship with Job Performance

A positive working environment correlates with higher job satisfaction, which in turn enhances productivity and employee commitment (Bhavya & Satyavathi, 2017).

In nursing, dissatisfaction with working conditions, such as staffing levels and advancement opportunities, was prevalent, affecting retention rates and overall care quality (Ajhenberger et al., 2020).

## Quality of Life Considerations

The quality of working life is significantly influenced by working conditions, including job security and the availability of necessary resources (Nagimova & Galimova, 2018). Addressing these conditions is essential for improving employee satisfaction and, consequently, the quality of services provided.

## The legal framework surrounding weekly offs and holidays

The legal framework surrounding weekly offs and holidays is designed to protect employees' rights to rest and recuperation. Employees are entitled to a minimum of 28 days of paid holiday, which includes bank holidays, as stipulated in their employment contracts (guide, 2010). Additionally, labour laws mandate daily and weekly rest periods, ensuring that employees receive adequate time off to maintain their physical and mental well-being (Rutkowska, 2022) (Majchrzak, 2020). However, compliance with these regulations can vary significantly across different sectors and employment situations.

## Legal Entitlements

**Paid Holidays:** Employees are entitled to at least 28 days of paid leave, which may be more depending on the employer's policies (guide, 2010).

**Weekly Rest:** The Labour Code mandates a minimum of 36 hours of uninterrupted weekly rest (Rutkowska, 2022).

## Compliance and Enforcement

**Employer Obligations:** Employers are legally required to grant these rest periods, with oversight from labour inspectors to ensure compliance (Balaneasa, 2022).

**Case Studies:** In the medical field, a study revealed that prior to a strike, 87% of resident physicians did not receive their mandated weekly rest, highlighting significant violations of labour rights (Campo et al., 2021).

### Constitutional and Legislative Framework

The Indian Constitution guarantees fundamental rights to workers, which are further supported by central legislation. Historically, there were 44 laws aimed at improving worker welfare, now consolidated into four labour codes (Sen, 2022) (M.J, 2024).

These laws encompass rights such as minimum wages, maternity leave, bonuses, insurance, and compensation for injuries (M.J, 2024).

### There are laws in India that protect workers' rights

Yes, there are laws in India that protect workers' rights, primarily governed by the Indian Constitution and various labour statutes. The legal framework includes approximately 44 laws aimed at improving worker welfare, which have been consolidated into four main labor codes to enhance accessibility and clarity (Sen, 2022) (M.J, 2024). These laws cover essential rights such as minimum wages, maternity leave, safe working conditions, and social security benefits (M.J, 2024) (K, 2023).

### Key Labor Rights in India

**Minimum Wages:** Ensures workers receive a fair wage for their labour.

**Maternity Leave:** Provides women with the right to maternity benefits.

**Occupational Safety:** Mandates safe working environments to prevent workplace injuries.

**Social Security:** Offers benefits related to health, insurance, and compensation for injuries (M.J, 2024) (K, 2023).

### Challenges in Enforcement

**Informal Sector Vulnerability:** A significant portion of the workforce operates in the informal sector, where these laws are often not enforced, leaving workers unprotected (Kalyani, 2016) ("The Effectiveness of Indian Labor Laws in Protecting the Rights of Workers: A Quantitative Perspective of Indian Labor Law", 2023).

**Bureaucratic Hurdles:** Complex legal procedures can deter workers from seeking justice, limiting the effectiveness of existing laws ("The Effectiveness of Indian Labor Laws in Protecting the Rights of Workers: A Quantitative Perspective of Indian Labor Law", 2023).

### Challenges in Implementation

Despite the existence of these laws, enforcement is often weak, leaving many workers, especially in the informal sector, vulnerable to exploitation ("The Effectiveness of Indian Labor Laws in Protecting the Rights of Workers: A Quantitative Perspective of Indian Labor Law", 2023).

The complexity and bureaucratic nature of legal procedures further hinder workers' ability to seek recourse ("The Effectiveness of Indian Labor Laws in Protecting the Rights of Workers: A Quantitative Perspective of Indian Labor Law", 2023).

### Social Security and Informal Sector

The Social Security Code aims to provide a comprehensive framework for social security benefits, yet its impact on the informal sector remains limited (K, 2023).

A significant portion of the workforce in the informal sector lacks adequate protection, highlighting a gap in the current legal framework (Kalyani, 2016) ("The Effectiveness of Indian Labor Laws in Protecting the Rights of Workers: A

Quantitative Perspective of Indian Labor Law", 2023).

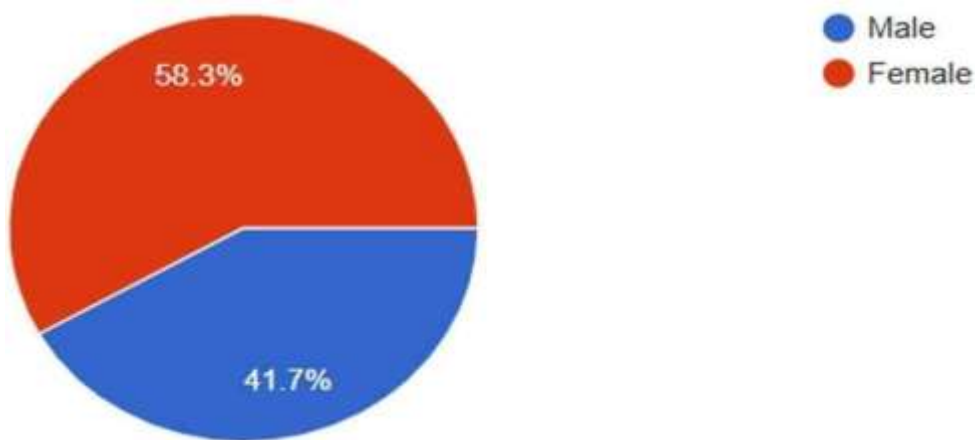
## DATA ANALYSIS

After sending out the survey using Google Forms. I received up to 103 responds from Employee's or respondents throughout some certain areas like Public Sector employee's and Private sector employees.

**Total Responses:** There are 103 employees responded this questionnaire. The following explains how their responses were interpreted:

### 1. Gender

- Male
- Female

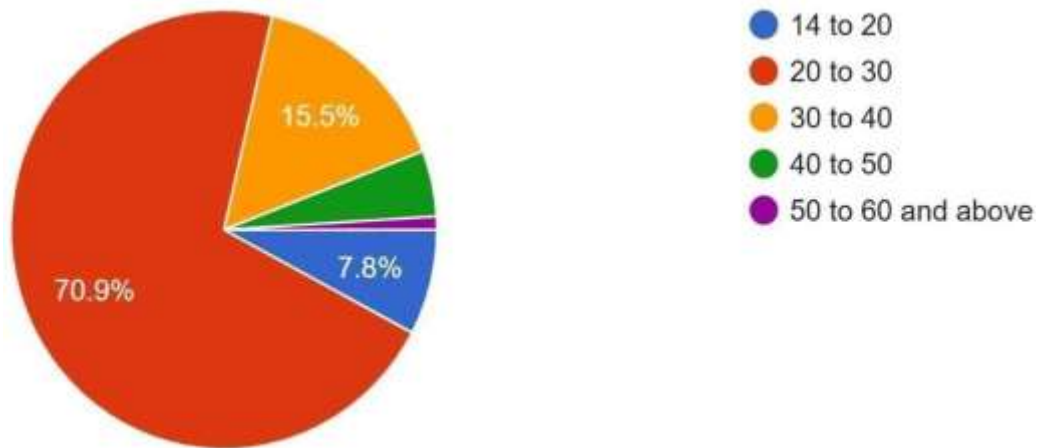


- Female Employees: With 58.3% of all responses, they make up the majority.
- Male employees make up 41.7% of all responses.
- According to the data, out of the 103 respondents.

There are more employee data from females (58.3%) than from males (41.7%).

### 2. Select Your Age Group

- 14 to 20
- 20 to 30
- 30 to 40
- 40 to 50
- 50 to 60 and above



#### Age Group Distribution:

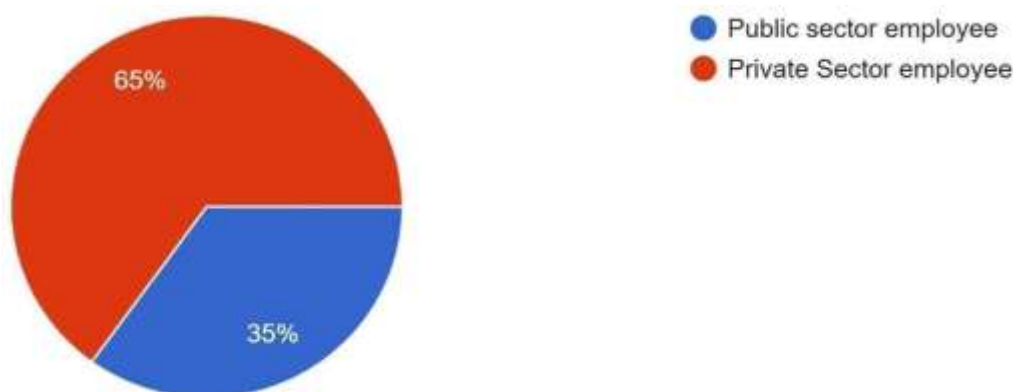
- o 20 to 30: With 70.9% of the respondents, this is the largest employee age group.
- o 30 to 40: With 15.5% of the total, this group is the second largest segment.
- o Employees aged 14 to 20: 7.8% of respondents fall into this age range.
- o 40 to 50: At 3.9%, this employee age group is smaller.
- o 50 to 60 and Over: At 1.9%, this age group is the least represented among employees.

The data makes it abundantly evident that the vast majority of respondents to the survey were employees between the ages of 20 and 30.

With fewer respondents over 50, the representation sharply declines with age. Younger workers therefore contribute the most to the survey.

#### 3. What describe you the best?

- **Public sector employee**
- **Private sector employee**



Types: Two groups are created from the responses:

Distribution of employees in the public and private sectors:

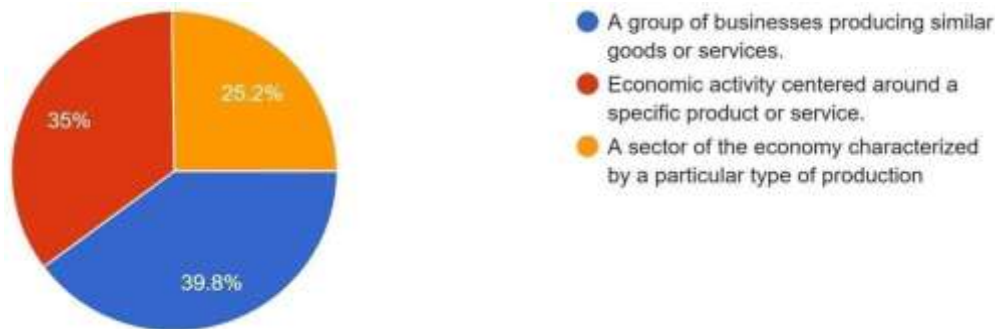
- Employees in the private sector make up the majority, accounting for 65% of the responses.
- 35% of the responses are from employees in the public sector.

According to the data, more respondents (65%) identify as working in the private sector than in the public sector (35%).



#### 4. What is industry?

- **A group of businesses producing similar goods services.**
- **Economic activity centred around a specific product or service.**
- **A sector of the economy characterized by a particular type of production**



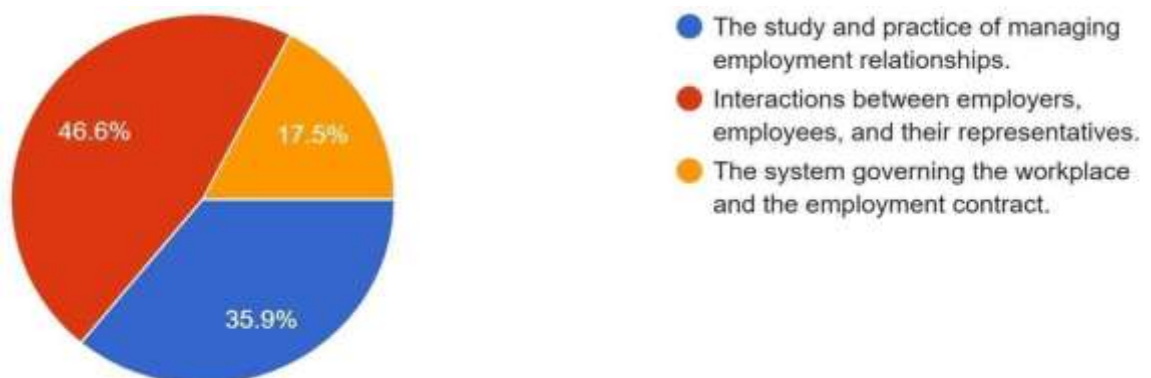
Definitions of "Industry" and How They Are Distributed:

- o "A collection of companies offering comparable products or services." (Blue segment): With 39.8% of respondents choosing this definition, it garnered the largest percentage of responses.
- o "Economic activity focused on a particular good or service." (Red segment): 35.0% of respondents selected this definition.
- o "A sector of the economy characterized by a particular type of production" (Orange segment): 25.2% of respondents chose this definition.

According to the data, respondents most frequently define "industry" as "a group of businesses producing similar goods or services." Fewer people selected the other two definitions, despite the fact that they were equally important.

#### 5. What are the industrial relations?

- **The study and practice of managing employment relationships.**
- **Interactions between employers, employees, and their representatives.**
- **The system governing the workplace and the employment contract.**



- Interactions between employers, employees, and their representatives: 46.6% of employee participants chose this definition, which had the highest response rate. This implies that a sizable percentage of respondents think that the dynamic interaction between these important parties is the main aspect of industrial relations.

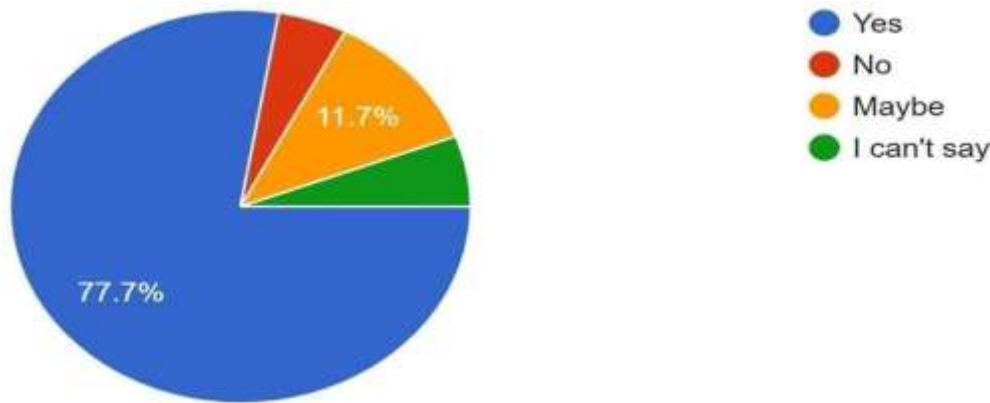
- The study and practice of managing employment relationships: 35.9% of respondents selected this option, suggesting that a sizable portion of respondents also comprehend industrial relations as a field of study and practical management that focuses on employment relationships.

- The system that governs the employment contract and the workplace: 17.5% of respondents chose this definition, making it the least popular. It indicates that fewer respondents view industrial relations primarily as a formal system of rules and contracts, even though it is still a component.

The more formal "system governing the workplace" is a less widely used primary definition, but this research and practice of managing employment relationships is also a strong understanding. This points to a propensity to see industrial relations less as a rigid, rule- based system and more as a dynamic human interaction.

#### 6. The industrial relation is helpful in today's modern era?

- Yes
- No
- Maybe
- I can't say



- Yes: According to 77.7% of respondents, industrial relations are beneficial in the current day and age. This suggests that the importance and usefulness of industrial relations are highly regarded.

- It's possible that 11.7% of respondents are unclear or have misgivings about how beneficial industrial relations are in the current day. This group may recognize the benefits but also possible drawbacks or restrictions.

- No: Just 5.8% of employees expressly say that industrial relations are ineffective. This is a minority opinion that may consider them to be antiquated or ineffectual.

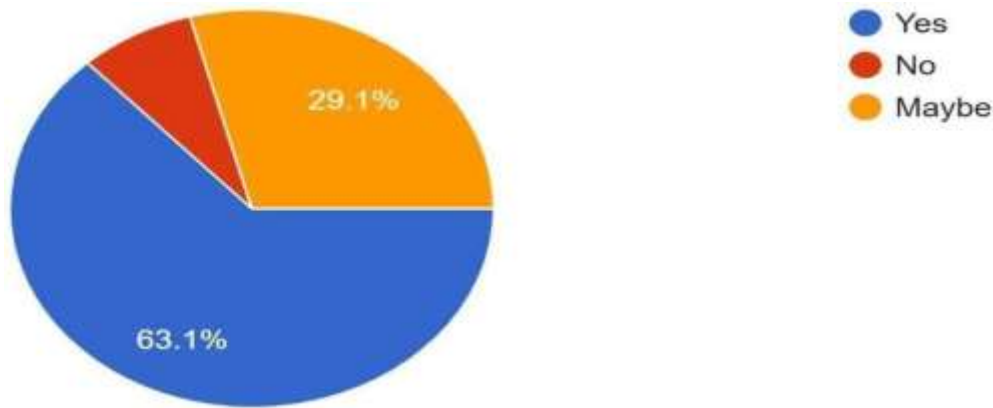
- I can't say: 4.9% of respondents selected this response, suggesting that they are either insufficiently knowledgeable or lack a strong opinion on the subject.

This suggests a general recognition of their continued importance in managing workplace dynamics and relationships. Only a small fraction holds a negative view, while a moderate percentage remains uncertain or undecided. Overall, the data points to a strong affirmation of the contemporary relevance of industrial relations.

#### 7. Existing labour laws are helpful?

- Yes
- No
- Maybe



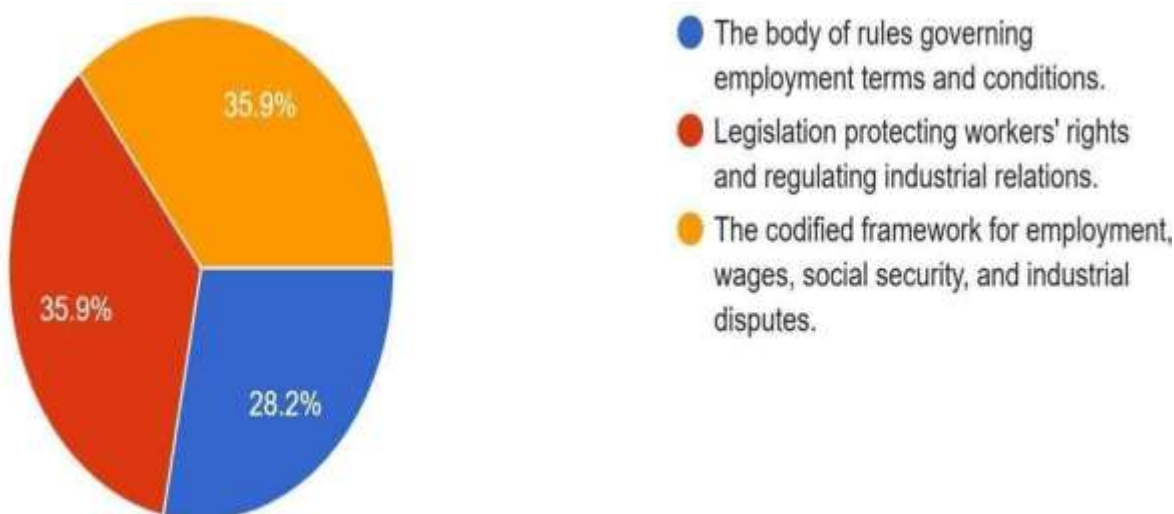


- **Yes:** According to 63.1% of respondents, current labour laws are beneficial. This suggests that people have a very favourable opinion of the effectiveness and advantages of the current labour laws.
- **Perhaps:** A sizable percentage, 29.1%, selected "Maybe" to indicate uncertainty or a conditional opinion. The laws may be useful to this employee's group, but there may also be room for improvement, restrictions, or circumstances in which their applicability is questionable.
- **No:** Only 7.8% of respondents think that the current labour laws are beneficial. This represents a small percentage of workers who may think the laws are onerous and ineffectual.

Nearly two-thirds of employees strongly believe that the current labor laws are helpful. But there is also a sizable minority (nearly one-third) who are uncertain or have concerns, implying that even though the laws are generally regarded as beneficial, there may be some situations in which not everyone finds them to be so or where changes could be made. A tiny but significant portion thinks they are completely useless.

#### 8. According to you what are labour laws?

- **The body of rules governing employment terms and conditions.**
- **Legislation protecting workers' rights and regulating industrial relations.**
- **The codified framework for employment, wages, social security, and industrial disputes**

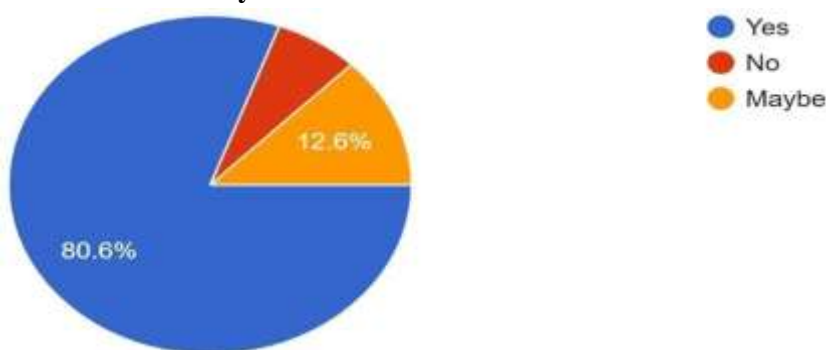


- The definition that received the most responses, 35.9%, was the codified framework for employment, wages, social security, and industrial disputes. This implies that the majority of employees who responded see labour laws as a thorough and codified framework that addresses many facets of employment, such as compensation, social welfare, and dispute settlement.
- Laws safeguarding workers' rights and controlling industrial relations: This definition also garnered 35.9% of the responses, indicating that a similarly significant percentage of respondents primarily link labour laws to safeguarding workers' rights and managing employer-employee relationships.
- Employment terms and conditions: This option had the lowest percentage (28.2%). Although still a sizable percentage, it indicates that fewer respondents view labour laws as merely a collection of rules for general employment terms, perhaps preferring a more comprehensive or specific definition.

This indicates that workers generally view labor laws as serving a structured framework and a protective purpose, with a slightly stronger emphasis on their comprehensive and rights- based elements.

#### 9. Do you feel safe and respected in your workplace?

- Yes
- No
- Maybe



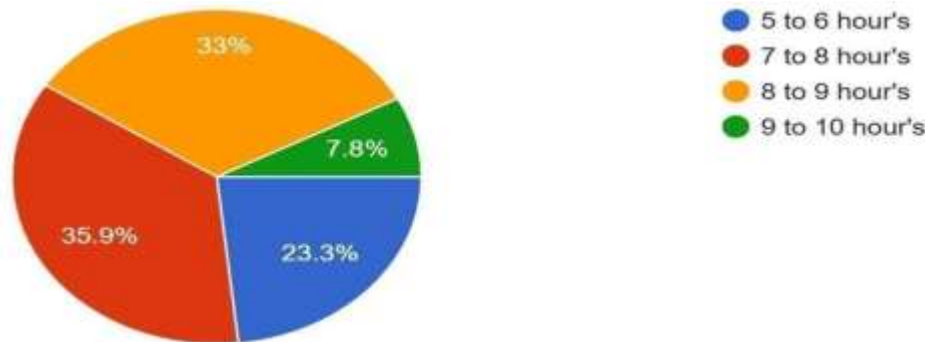
- Yes: Eighty-six percent of respondents say they feel respected and safe at work. This suggests that attitudes toward respect and safety at work are overwhelmingly positive.
- "Maybe" was the response given by 12.6% of respondents. This implies that a significant percentage has sporadic feelings of safety and respect. Sometimes they may feel respected but not always safe, or the other way around.
- No: Just 6.8% of respondents said they don't feel valued and safe at work. Although only a small portion of workers are in this group, it shows that basic working conditions are not being met for some people.

This suggests that even though respect and workplace safety are generally accepted, there may still be some areas that require improvement to guarantee a productive work environment for all employees.

#### 10. What is the average hour's you work a day?

- 5 to 6 hours'
- 7 to 8 hours'
- 8 to 9 hours'

### 9 to 10 hours'



8 to 9 hours: With 33% of the responses, this category accounts for the largest share. According to this respondent, the majority of workers put in 8 to 9 hours a day on average, which is the standard amount of time spent working full-time.

7 to 8 hours: With 35.9% of responses, this category comes in very close. This suggests that a sizable portion of respondents work a normal 7–8-hour workday, which is frequently regarded as standard full-time hours.

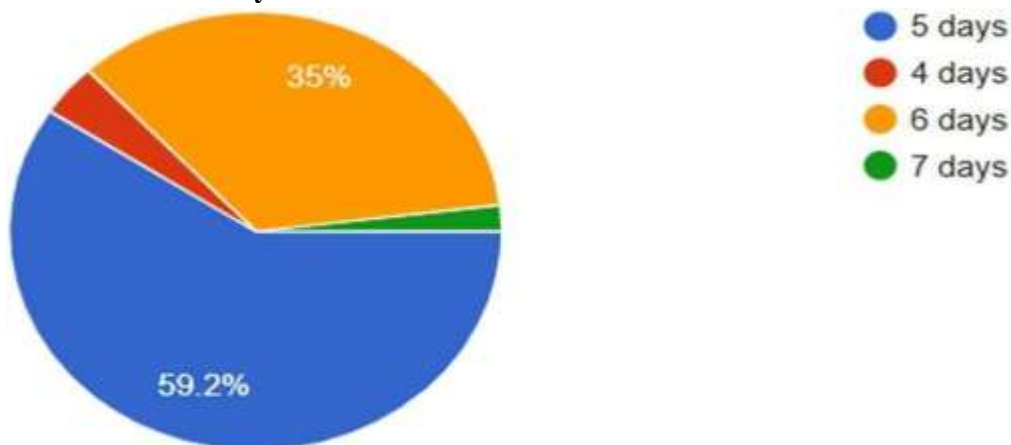
Five to six hours: Twenty-three percent of those surveyed work five to six hours every day. This could be a representation of people in positions with fewer daily requirements or part-time employees with fewer hours.

9–10 hours: The smallest percentage, 7.8%, works 9–10 hours every day. This suggests that fewer respondents work longer than the standard 8-hour day, which could be because of overtime, demanding jobs, or particular industry norms.

This suggests a diverse range of working hours among the surveyed group, with a strong concentration around the standard full-time workday.

### 11. What are the Average working days in a week?

- 5 days
- 4 days
- 6 days
- 7 days



Five days: On average, 59.2% of respondents work five days a week. This suggests that the most common work schedule is five days a week.

Six days: A sizable percentage—35%—work six days a week on average. This implies that a sizable

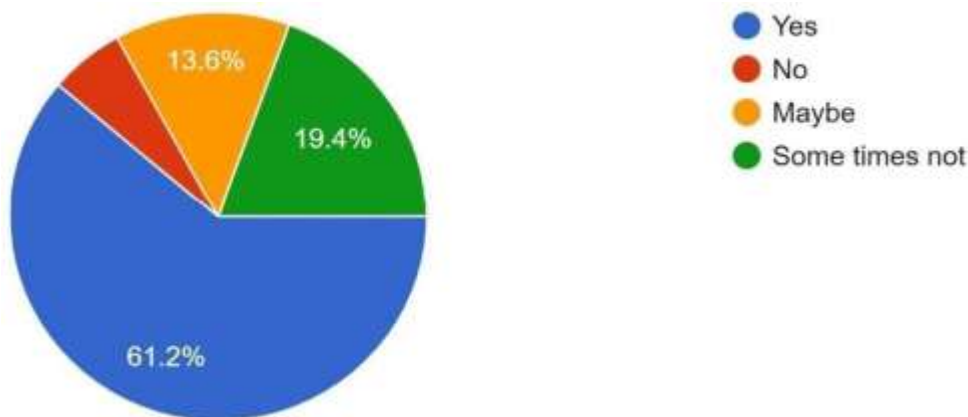
portion of respondents work in occupations that require Saturday work or have longer workweeks.

- Four days: Just 4.9% of people work four days a week on average.
- 7 days: The smallest segment, 1%, works an average of 7 days a week. This indicates a very small number of individuals who work every day, likely in highly demanding roles or specific industries.

This suggests a prevalent to traditional work week structures, with a notable portion extending to six days and seven days also.

## 12. Are you satisfied with your working conditions?

- Yes
- No
- Maybe
- Sometimes not



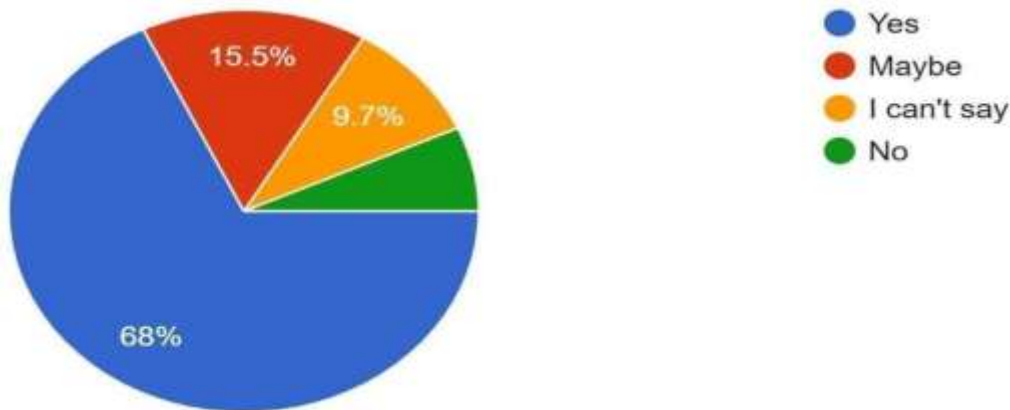
- Yes: The majority of respondents (61.2%) said they are happy and generally feel good about their workplace.
- Sometimes not: A noteworthy 19.4% of respondents said, "Sometimes not." This implies that even though they may occasionally feel satisfied, that leads to discontent. This group reflects a range of satisfaction levels.
- "Maybe" was selected by 13.6% of respondents. This suggests that they are unsure about how satisfied they are with their working conditions. They may be unsure or their level of satisfaction may surprise them depending on a number of factors.
- No: 5.8% of workers, the smallest percentage, said they were dissatisfied with their working conditions. This reveals a glaring discontent.

This implies that while overall satisfaction is high, there are still areas or situations where working conditions could be improved to enhance the overall well-being satisfaction and of a notable segment of the workforce.

## 13. Are you paid at least the minimum wage prescribed by law?

- Yes

- Maybe
- I can't say
- No

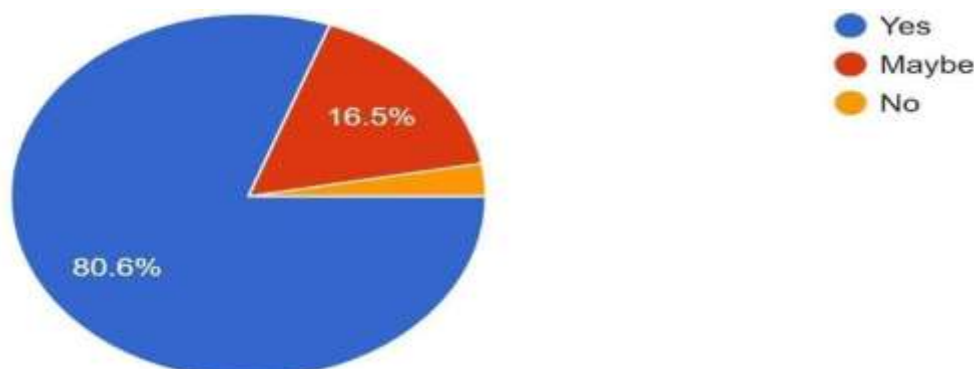


- Yes, 68% of respondents, the largest percentage, acknowledged that they receive at least the legally required minimum wage. This suggests that a sizable majority of those polled are getting pay that satisfies legal requirements.
- Perhaps: 15.5% of those surveyed said "Maybe." This implies that there may be some doubt about whether their compensation satisfies the minimum wage. This might be because pay structures are complicated and the precise legal minimum compensation is unclear.
- 9.7% of the respondents—I'm not sure. This suggests that they are unable to ascertain whether their compensation is in line with the minimum wage.
- No: A smaller but concerning percentage, 6.8%, explicitly stated that they are not paid at least the minimum wage. This highlights a clear issue for these individuals, indicating potential non-compliance with labour laws.

Overall, while most respondents are paid legally, there's a considerable portion where clarity to minimum wage laws appears to be an issue.

#### 14. Do you get the legally mandated weekly offs and holidays?

- Yes
- Maybe



- No
- Yes: Eighty-six percent of respondents, or a sizable majority, acknowledged that they are legally

required to take weekly breaks and holidays. This suggests that employers are highly compliant with labour laws pertaining to time off.

- "Maybe" was selected by 16.5% of respondents. This implies a degree of ambiguity or irregularity in obtaining all legally required weekly vacation days and holidays. There may be misunderstandings about which holidays are legally required, or they may receive some but miss others.
- No: Just 2.9% of respondents specifically mentioned that they do not receive legally required weekly vacation time or holidays. This draws attention to a glaring problem of non-compliance for a portion of the workforce.

This implies that while compliance is generally high, there are still areas where ensuring consistent and full adherence to time-off regulations is necessary.

#### 15. What do you mean Collective Bargaining?

- **Negotiation between employers and employees on working conditions.**
- **Employer-union talks to set employment terms.**
- **Joint determination of workplace rules.**

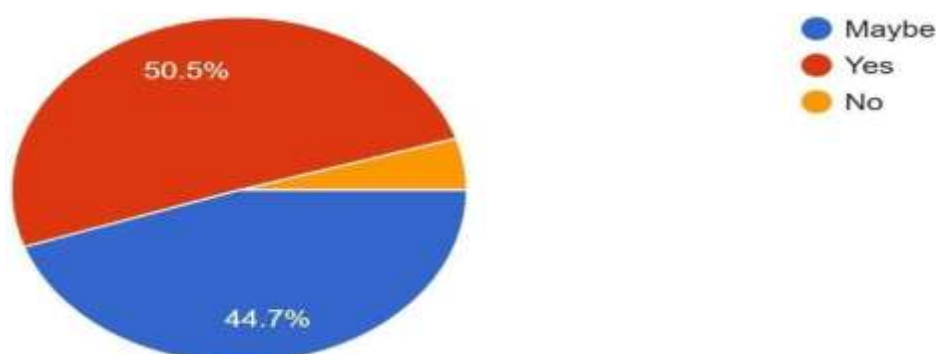


- According to 68% of those surveyed, collective bargaining entails "negotiation between employers and employees on working conditions."
- According to 20.4% of respondents, it is "Employer-union talks to set employment terms."
- According to 11.7% of respondents, it means "Joint determination of workplace rules."

The first choice encompasses the broadest and most basic element. This indicates that the employees who were surveyed had a generally good understanding of the main idea.

#### 16. There a proper mechanism for raising grievances in your workplace?

- **Maybe**
- **Yes**
- **No**





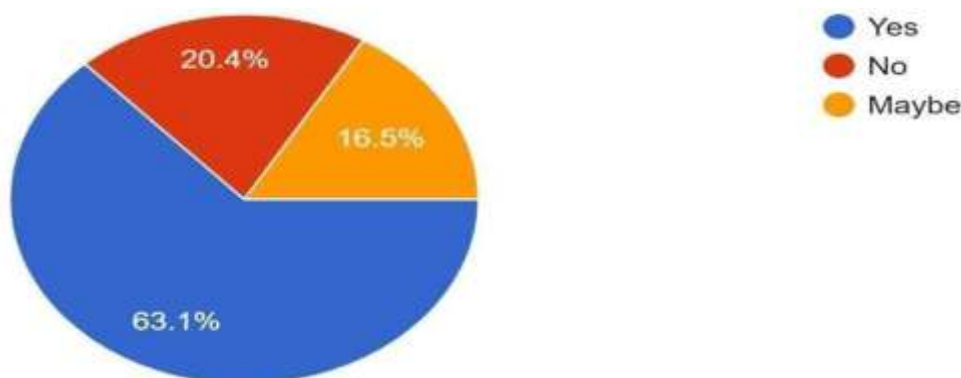
- Those who responded, 50.5% said "Yes," indicating that they think their workplace has a suitable grievance procedure.
- Those surveyed, 44.7% selected "Maybe," indicating a lack of confidence in the existence or efficacy of such a mechanism.
- 4.9% of respondents said "No," indicating that they don't think their workplace has a suitable grievance procedure.

This "Maybe" group points out a possible area where the grievance procedure could be made clearer or better communicated. The large "Maybe" group suggests that organizations could benefit from making sure their grievance procedures are widely known, understood.

Viewed as effective by all employees, while the small percentage of "No" responses is positive.

#### 17. Do you know how to access or check your PF and EPF account details?

- Yes
- No
- Maybe

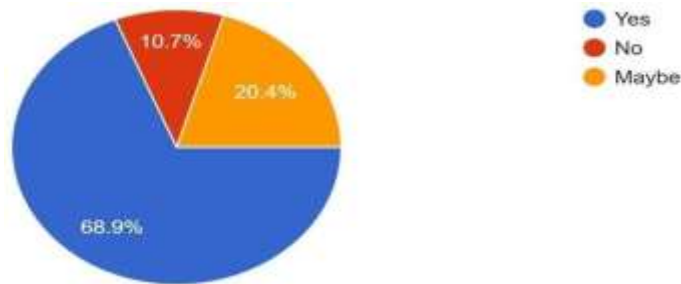


- Yes: According to 63.1% of respondents, they are aware of how to view or verify the information associated with their PF and EPF accounts.
- No: According to 20.4% of respondents, they are unable to access or verify the details of their PF and EPF accounts.
- "Maybe": 16.5% of respondents said they were not sure or that they "Maybe" knew how to access or check the details of their PF and EPF accounts.

This implies that better awareness campaigns or simpler ways to access PF and EPF account information are needed, particularly for the 36.9% of people who are currently unaware.

#### 18. Are you aware of the existence of laws that protect workers' rights in India?

- Yes
- No
- Maybe

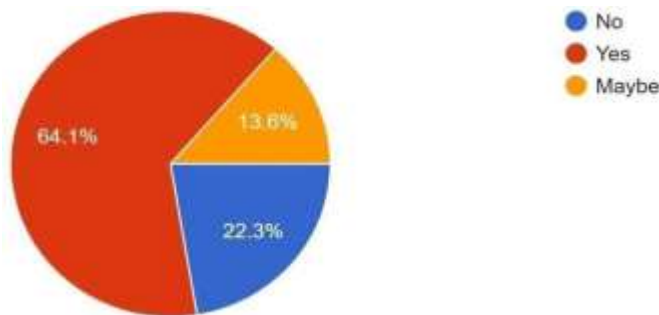


- Yes: 68.9% of those surveyed are aware that India has laws protecting workers' rights.
- No: 10.7% of those surveyed said they were unaware of these laws.
- "Maybe": 20.4% of respondents say they are not sure or "Maybe" know.

This implies that even though most people are aware of India's labor laws and worker protections, a sizeable section of the surveyed population still stands to gain from additional education and information sharing.

**19. Are you aware of any provisions related to leaves like casual leave, sick leave, and earned leave in your establishment?**

- No
- Yes
- Maybe



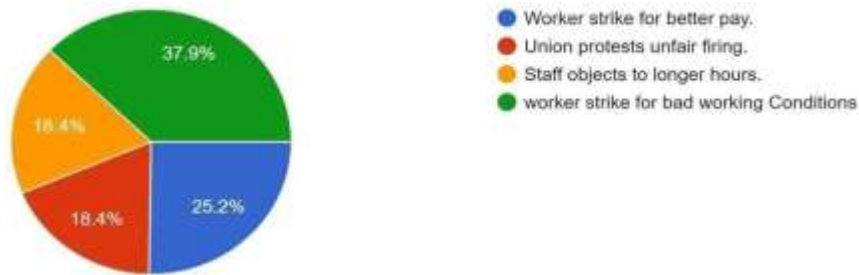
- Yes (Red): 64.1% of respondents said they are aware of their establishment's policies regarding different kinds of leaves.
- No (Blue): 22.3% of those surveyed said they were unaware of these leave policies.
- "Maybe" (Orange): 13.6% of respondents say they "Maybe" understand the leave provisions or are unsure.

A tiny percentage of people are either ignorant of or unsure about these significant benefits for employees. Businesses have a definite chance to enhance their leave policies' education and communication in order to guarantee that every employee is fully aware of them.

**20. What do you mean by industrial dispute?**

- Worker strike for better pay.
- Union protests unfair firing.
- Staff objects to longer hours.

### • worker strike for bad working Conditions



- 37.9% of respondents defined an industrial dispute as a worker strike for poor working conditions (Green). The most popular choice was this one.
- Blue (worker strike for better pay): 25.2% of respondents selected this option.
- Unfair firing is protested by the union (Red): 18.4% of respondents chose this.
- Opposition to longer hours (Orange): 18.4% of respondents also selected this option.

With working conditions being the most notable association, this points to a multifaceted understanding of industrial disputes that are largely centered around workers' collective actions regarding their employment terms and conditions.

## DISCUSSION OF KEY FINDINGS

Insights from the survey of 103 respondents-Who were largely young (20-30 years of age) and from the private sector-reveal several important details into the industrial relations and labour laws as they stand today.

### Understanding and Perceived Helpfulness

An important scenario concerned a prevailing view regarding the usefulness of industrial relations in the modern era, with nearly 78% agreeing that it is beneficial. This shows that there is an implicit understanding that some sort of working relation between employers and employees or their representatives is vital for workplace harmony and productivity. Likewise, a majority (63.1%) felt the labour laws were useful, which means the regulatory framework was widely seen as being of benefit.

The large number of "Maybe" responses to both industrial relations (11.7%) and labour laws (29.1%) is something worth noting. This "Maybe" cluster indicates some lack of consistent awareness, application, or perceived efficacy. Though these frameworks do exist, their implementation could be uneven, or the employees might not completely comprehend how these structures benefit them in every single circumstance. This points out a potential area where more clarification can be provided to ensure a more uniform application of these principles.

### Safety, Respect, and Working Conditions in the Workplace

A large percentage of respondents (86%) indicated that they feel safe and respected in their workplace. In a way, this is a positive indicator.

### Grievance Mechanisms and Awareness of Rights

It is alarming to note that a whopping 44.7% of respondents answered "Maybe" as to whether there's a proper channel for grievance redressal. Just over 50% of the respondents said that there is such a mechanism. Given the number of "Maybe" responses, if mechanisms exist at all, one can conclude that these are either not well-publicized or easily accessible, or are in some way perceived by the stakeholders to be ineffective or lacking credibility. It is an area demanding immediate attention, as the prompt resolution of grievances through a sound mechanism is necessary to ensure that minor problems do not metamorphose into major industrial disputes.

On the other hand, the over two-thirds of them who are aware of worker protection laws in India, with the remaining 31% (roughly one-third) being un- or under-informed, suggests the ongoing need for awareness creation programs on ensuring workers know about their basic rights and protective laws under the Indian labour legislation.

## CONCLUSION

- This survey, which included 103 employee responses from the public and private sectors, offers insightful information about how people perceive the workplace and comprehend labour-related concepts.
- Participation and Demographics:
  - Gender: More female employees (58.3%) than male employees (41.7%) participated in the survey.
  - Age: Seventy-nine percent of respondents were between the ages of 20 and 30, indicating that the majority of the workforce surveyed is young. This highlights the importance of considering the perspectives of younger employees in any subsequent analyses or projects. Sector: The majority of respondents (65%) were from the private sector, while 35% were from the public sector.
- Knowledge of Labor Laws and Industrial Relations:
  - What is meant by "industry"? According to 39.8% of respondents, the most widely used definition of "industry" is "a group of businesses producing similar goods or services."
  - Definition of "Industrial Relations": "Interactions between employers, employees, and their representatives" is the main definition of "industrial relations" (46.6%), indicating an emphasis on the dynamic human element.
  - Utility of Industrial Relations: A significant majority (77.7%) think that industrial relations are useful in the current day, suggesting that their significance is still widely acknowledged.
  - Existing labour laws are helpful, according to 63.1% of respondents, but a sizable 29.1% are unsure ("Maybe"), indicating possible areas for clarification or better application or awareness of the laws.
- What do "Labor Laws" mean? Of those surveyed, 35.9% viewed them as a "codified framework for employment, wages, social security, and industrial disputes," and another 35.9% viewed them as "legislation protecting workers' rights and regulating industrial relations. "Industrial Dispute" definition: "Worker strike for bad working conditions" is the most common definition of an industrial dispute (37.9%), followed by "worker strike for better pay" (25.2%).
- In addition to affecting legal compliance, the application of these laws and practices has a direct impact on an organization's long-term success, employee morale, and reputation.

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