

Industrial Management :-

Employee (workers on machine, or who are giving the output)

Employer (organisation also works who keep employee)

→ interrelationship between employee & employees and employer and Govt

Nature of IM:-

- 1) It has changed from employer emp relationship.
- 2) It is a web of rules.
- 3) It is multi dimensional.
- 4) It is dynamic and changing.
- 5) It is characterised by forces of conflict and compromise.
- 6) Govt influence.
- 7) wider in Scope.
- 8) Interactive and consultative.

Objectives of IM:-

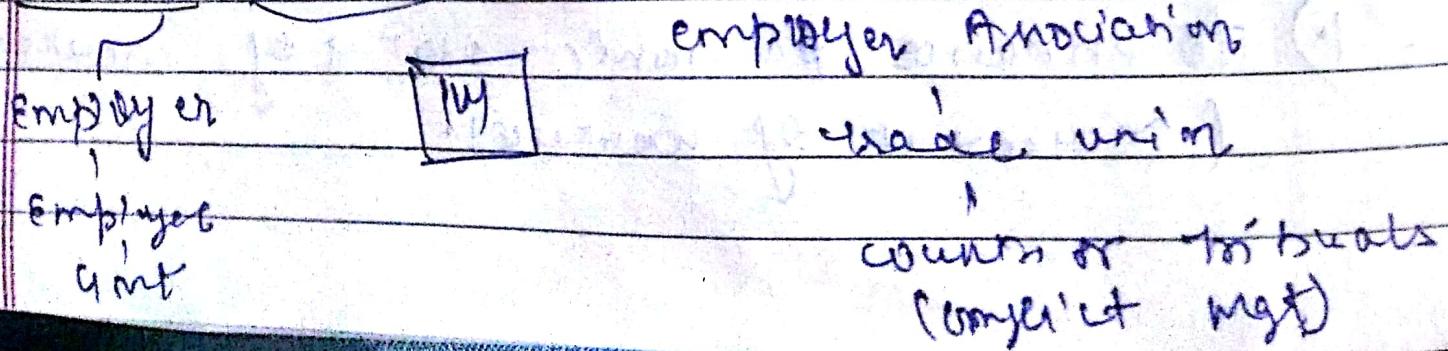
- 1) To enhance economic status of workers.
(Incentive of workers).

- Productive conflicts and those
consequences [The conflicts b/w industries]
- a) To avoid productive conflicts and those consequences [The conflicts b/w industries]
 - b) To control and maintain industrial democracy.
 - c) To improve the rights of labour workers. [To improve the rights of labour workers].
 - d) To provide an opportunity to workers to participate in mgt decision making. [Findings in Industrial democracy].
 - e) To regulate production by minimising conflict b/w workers for their better production.
 - f) To provide forum to workers to solve their problem through mutual negotiation and consultation with mgt.
 - g) To encourage and develop trade union in order to develop workers collective strength. [Right workers has a right to choose trade union where they can make their leaders].

Aspects of IM :-

- 1) Personnel Relations (People, individual) 2) Labour Mgt. Relations
- 3) State interventions.

Parties -



Essentials of a good I.M./I.R. regime

- 1) Mutual trust - Employee should trust mgt. and mgt. also trust employee for feasible functioning within legal boundaries. Transparency should exist.
- 2) Sound Personnel Policies - whatever policies are made should be fair and justified for both employee and employer.
- 3) Collective Bargaining - Mgt. will not entertain one employee and then other employee's issue should be more representative for all who care takes on everyone's behalf.
- 4) Mgt. support - if employees do overtime then mgt. should pay extra bonus and also should pay extra facilities.
- 5) Training of supervisors - The supervisors should be trained well.
- 6) Cooperation with govt. agencies - The workers should never deny or go on strike on new policies made by govt. instead they should be co-operated.
- 7) Workers education - K.T. (Knowledge Transfer) workers should get proper time to understand the work, practice.

Industrial disputes / Industrial unrest - Any disputes or difference b/w employers and employees or b/w employees and workers or b/w workers or workers which is connected with the employment or non-employment or the terms of employment or with the condition of labour of any person.

weapons of labour - The tools which labour uses for their demands to be fulfilled.

- 1) Strike - Seizing of work.

- Economic strike - Related to incre. their wages
- General strike - Apart from wages for only particular demands of all the workers. If hunger strike - nothing extreme should there.
- Sympathetic strike - if one company workers go on strike and other company too to show sympathy or just to create sympathy workers will go on work but will not do any work not than rotalling to anyone to do work.
- In all these strike trade union is involved as workers discussed the matter with trade union in all these strikes.
- wild cat - on this there is an extreme reason due to which they go on strike in sudden without discussing anything with trade union. Nor involvement of trade union in this strike.
- slow down strike - workers come to the workplace but do less work means less production may limited workers won't do work production will be effected.

(2) Boycott - Appeal is made to public; coercive method whereby management is forced to accept their demands because boycott affects the marketability of the products.

(3) Picketing - It becomes illegal if violence gets, a quick medium to settle dispute.

(4) Gheto -

* Weapons of Management :-

1) Employee's association -

2) Lock Out - Mgt can close the factory permanently.

3) Termination of service

* Causes of Industrial disputes :-

1) Economic causes

2) Political causes - no contribution of factory owner.

3) Personnel causes

4) Indiscipline

* Adverse effects of poor Industrial dispute :-

1) Tense relation

2) Lower moral

3) frustration among employees

4) Resistance ^{to} "charge"

5) Lower profitability

6) agony to workers and their families.

* Major role to improve industrial relation.

As same as essential of good I.M.

* Industrial Relations Machinery in India -
→ industrial output
→ how ways to tackle "relatively" its growth

Preventive machinery

Workers participation
in decision making

code of discipline

tripartite
collective
Bodies
Bargaining
Standing
orders!

Settlement norm

tripartite bodies - the aim for this measure
is to bring parties both the parties
feel a mutual settlement of the
differences in a spirit of cooperation
and good will.

These are of two types -

1) Indian Labour Conference (ILC)

2) Standing order committee / Standing labour
committee.

[first case go to ILC and if not settled
go to SLC]

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discipline

code of discipline - set of self imposed mutually agreed voluntary principle of discipline and behavior b/w the management and workers in the industry.

standing order regulate the conditions of employment from stage of entry to the organisation to the stage of exit from the organisation. It basically provides the rules and don't of the industry.

Process of Collective Bargaining:-

1) Organising and Recognition

here the employees form a group of 6-7 persons

2) 8/18 → In Photocopy .

22) 8/18,

form

2018/18

* Forms of workers participation in M&B -

- 1) suggestion scheme
- 2) joint consultation
- 3) employee representation (as representative)
- 4) copartnership (workers are partners)
- 5) Quality circles - under this mode problem are considered by a team of workers and sometimes supervisor. There are voluntary regular meeting of about 5 to 10 employees within a shared area of responsibility. They meet in the working hours of the organisation in company premises to discuss quality problems with the objective of suggesting improvement and arranging for their implementation.

* Labour legislation -

The Workmen Compensation Act came into force on 1st July 1923 for providing social security to workers by an amendment to the act in 2009. The name was changed to Employees Compensation Act. The main objective of this act is to provide for payment of compensation by an employer to his workmen in case of an accident as a measure of relief and social security.

Features or characteristics of the act -

- 1) The act provides social security to workers.
- 2) It does not cover persons employed in administration.

on class II capacity drawing more than 10 K per month but persons employed through some contractors by a person fulfilling a contract are also entitled to the benefits covered under this act.

Railways is the industry where classification and administration are too much the compensation is

- 3) The compensation under the act is payable if the injury has been caused by accident arising out of or in the course of employment. (The workmen loses all the rights if the accident is \oplus of drugs or alcohol)
- 4) The term wages as defined in a act includes overtime pay and the value of confection or benefits in the form of food, clothing, shelter etc.
- 5) the amt. of compensation payable to the worker & his dependents depends on the nature & the extent of disablement and his avg monthly wage.
- 6) Minimum amt. of compensation for permanent total disablement and death has been fixed at rate of one lakh 40K and 50K per thousand respectively. Max'm can go upto 9.14 lakh and 18.97 lakh respectively.

- (d) In order to protect the interest of dependent in case of fatal accidents it is provided in the act that
- (a) all cases of fatal accidents are to be reported under the notice of commissioner of labour.
 - (b) in case of admission of liability by the employer the amt. of compensation is to be deposited with the labour commission within 30 days.
 - (c) if the employer denies his liability the commissioner decides whether or not there is a ground for claim. The commissioner may inform the dependent and it is open to them to prefer a claim if they feel so.

- do it
young
- 1) applicability of the act
 - 2) definitions, terminology, terms such as labour commissioner, employer, employee, dependent and of accidents
 - 3) employees entitled to compensation
 - 4) 'contractor' is the workmen's employer
 - 5) kinds of disablement
 - 6) Rules regarding employees compensation.

28/8/18 Doctrine of National Extension -

The expression in the course of employment per commonals not only actual work but also any other engagement natural and necessary. It refers to the time during which

the employment continues. As a rule the employment of the worker doesn't commence until he has reached the place of employment and doesn't continue when he has left the place of employment. There may be some reasonable extension in both time and place ~~and a~~ ^{and a} worker may be regarded as in the course of his employment even though he had not reached or had left his employer's premises.

Situation where employer is liable to compensate:-

- B) Under this act to compensate an employee who has suffered an accident arising out of and in the course of his employment resulting into:
 - i) death
 - ii) permanent total disablement
 - iii) permanent partial disablement
 - iv) temporary disablement whether total or partial
- v) who has contracted an occupational disease. (Ex- in tobacco farming)

Situation where employer is not liable to compensate

- i) If the injury doesn't result in the total or partial disablement of the worker for a period exceeding three days
- ii) If the injury not resulting in death is caused by an accident which is wholly

attributed to

(a) the worker having been at the time of accident

under the influence of any drug or
dr. alcohol.

(b) the willful disobedience of the worker to
an order explicitly given or to a rule
expressly made for the purpose of securing
the safety of a worker.

(c) the willful removal or disregard by
the worker of any safety guard or
other device.

Compensation to be deposited with a labour
commissioner:-

The amt. of compensation is not payable to
the worker directly. It is generally deposited
along with the prescribed statement with
a Labour Commissioner who will then pay
to the workmen. Any payment made to
the worker or his dependents directly
in the following cases will not be deemed
framed to be as payment of compensation-

- i) In case of death of the employee.
- ii) In case of lump sum compensation.
- iii) The receipt of deposit with the Labour
Commissioner shall be a sufficient proof
of discharge of the employers liability.

- (3)
- Labour laws
- (1) Younger act
 - (2) Factories act 1948.
 - (3) Child labour act
 - (4) Employees State Insurance act 1948.
 - (5) Maternity benefit act 1951
 - (6) Employees pension fund act
 - (7) Industrial employment act 1947
 - (8) Industrial disputes act 1947
 - (9) Trade union act 1926
 - (10) Payment of wages act 1936
 - (11) Minimum wages act 1948
 - (12) Apprentices Act 1961
 - (13) Payment of bonus act 1965

~~g) 8) (b)~~ ILO (International labour organisation)

It was formed in 1919 in the wake of a distinctive will to pursue a vision based on the premises that universal, lasting peace can be established only if it is based on social justice. The ILO became the first specialised agency of the UN in 1946. It brings together governments, employers and workers of 187 member states to set labour standards, develop policies & devise programs promoting decent work for all the gender in the worker cadre.

Objectives of ILO:-

- 1) To remove in justice, hardship and injustice

"... changing by shifting the time to a small extent

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of large no. of working people are over the world.

- (i) To improve conditions of employment and working in order to establish universal peace base upon social justice.
(ii) To establish peace by ending social and economic inequality.

don't want: philadelphia charter - (Principles of ILO)

* Organisation structure of ILO:-

ILO operates through three main organs

i) The international labour conference of national tripartite delegation which meets annually.

ii) The governing body, it's a tripartite executive council.

iii) The International labour office also termed as permanent secretariate.

International labour council is the policy making body of ILO. It comprises nine groups representing governments, employers & workers in the ratio of 1:1:1. Every member nation nominates four delegates of whom ^{two} are government officials and one each representing employer and workers. Non-government delegates are nominated in agreement.

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with the most representative organisation
of employers and work people as the case
may be.

Youth Activities of ILO

in India and ILD

1) Impact of ILO on Indian labour legislation

Under this convention, it's treaty which when ratified by a member state creates binding international obligation on that state.

~~suggestion~~ Recommendation, it's not an obligation it is intended to serve as a guide to the member states in respect of minimum labour standards

India a founding member of a ILD has been a permanent member of the ILD governing body since 1922, the first ILD meeting started in 1928. the decades of productive partnership b/w the ILD and its constituents has mutual trust and respect as underlying principle and it's grounded in building sustained institutional capacities and strengthening capacity of partners. The ILD's over arching goal is decent work that is promoting opportunities for all women and men to obtain decent and productive

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work in condition of freedom, equality, security and dignity. The activated work is at the heart of its strategy for economic and social progress centred to efforts to reduce poverty and a means to achieve to equitability. The decent work (dw) country plan aligned to the eleven plan and united nation development assistance framework focuses on 3 priorities -

is core function

g in a quick
to medium

1) Opportunities enhance for productive work for all genders particularly youth and vulnerable groups especially through skill development.

2) Priority 2 - Social protection progressively extended particularly in the context of informalization.

3) Priority 3- unacceptable forms of work progressively eliminated

The cross cutting issues are special focus while implementing the dw under three priority areas i.e. 1) Social dialogue and strengthening of partner 2) informal economy 3) Gender equality

ILO's current portfolio is mainly on centers around child labour, preventing family in indebtedness, unemployment, skills, integrated approaches for local, socio economic development, and youth likelihood promotion, green jobs, environment friendly job, micro and small enterprises, social security, HIV or AIDS dealing with the issue

of globalisation productivity and competitiveness

The ILO technical support team for Venezuela started in Delhi through its team of specialists provides technical support at policy and operational levels to member states in the sub-region.