

UNIT - I

INDUSTRIAL RELATIONS :-

Industrial relations includes securing effective and willing cooperation from employees and reducing conflict b/w employers and workers and their representative i.e. the trade union.

Objectives of Industrial Relations :-

- <i> To create healthy relations b/w employees and employers
- <ii> To minimize industrial disputes.
- <iii> To improve productive of workers.
- <iv> To generate harmonious relations among all concerned with production process.

Participants In Industrial Relations (Tripartite Machinery) :-

<i> Employees :-

- ↳ They can make management team and employees contact them for any issue).
- ↳ They can appoint HR for 5-6 members of groups, to share their disputes.

<ii> Employees :-

- ↳ Employers can participate in trade union.
- ↳ They have their legal rights.
Ex:- No. of holidays appointed etc.

<iii> Government :-

- ↳ Labour Law :- Govt. have some labour laws.
eg:- The child below 14 can't work in factories etc.

INDUSTRIAL DISPUTES :-

Dispute is a type of behaviour which occurs when two or more parties are in oppositions.

Affects of Industrial Disputes :-

- <i> Adversely affect the effectiveness of an individual i.e. when parties are in opposition, their maximum time is waste on that dispute which affect their production.
- <ii> Makes difficult to achieve objectives of the organisation.

Types Of Industrial Disputes :-

<i> Individual Disputes :- Single worker has problem

Ex:-

One worker has problem with another worker

Salary Issue

Termination

<ii> Collective Disputes :- Group of workers have problem

Ex:-

Working hours

Incentives

Causes Of Industrial Disputes :-

I Psychological Causes

<i> Clash of personalities

<ii> Personal comments (Sarcasm and Insults)

<iii> No self-Respect

II Institutional Causes

<i> Matters of collective Bargaining

<ii> Unfair working conditions

<iii> Pressure on workers to avoid participation in trade union.

III Economic Causes (to work more for less salary)

- <i> No promotions
- <ii> Night-shifts
- <iii> Unhygienic working conditions
- <iv> No bonus or other incentives

II Denial of legal rights of workers

- <i> Violation of agreements and labour

Results Of Industrial Disputes :-

- <i> Strike
- <ii> Boycott
- <iii> Picketing :- ~~Picket~~ To stop strike by employer
- <iv> Lockout :- Close of factory for somedays.
- <v> Termination

Provisions for Settlements Disputes:-

- <i> Court of Enquiry
- <ii> Labour Court (Industrial Dispute Act 1947)
- <iii> Works Committees.

COLLECTIVE BARGAINING

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graph TD; CB[COLLECTIVE BARGAINING] --> G[Group]; CB --> N[Negotiation]
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It is a process whereby management and labour try to explore each other difficulties with the object of reaching an agreement regarding working conditions and terms of employment.

Prerequisites of Collective Bargaining :-

- <i> Both parties should realise the need of bargaining and should solve the problems through negotiation sincerely and honestly.
- <ii> Facts and figures must be presented in a constructive manner.
- <iii> Final Agreements must be written down.

Characteristics :-

- <i> Bargain b/w management and work force.
- <ii> Bargain is only possible with flexible attitude.
- <iii> It is a continuous process.

Levels :-

I At Plant Level :-

for a particular unit or plant.

II At the Industry level :-

for complete industry.

III At national level.

LABOUR LEGISLATION :-

These are the laws enacted by the government to provide economic and social justice to the workers in industries.

" A provision for equitable distribution of profits and benefits emerging from industry between industrialists and workers and affording protection to the workers against harmful effects to their health safety and morality."

Importance Of Labour Law :-

- <i> Improves industrial relations
- <ii> Minimizes industrial disputes
- <iii> Reduce conflicts, strikes etc.
- <iv> Compensation to workers.

Principle Of Labour Legislation :-

- I Social Justice
- II Social Equality / welfare
- III National Economy
- IV International Uniformity

I Social Justice :-

Industrial laws provides social justice to the workers by ensuring suitable distribution of profits and benefits among the employers and employees.

I Social equality / welfare :-

Another objective of labour laws is to ensure social welfare of workers. Social equality helps employers to improve their social status i.e. if the worker is injured ^{in factory}, then the company should pay for it.

II National Economy :-

Efficient industry contributes a lot of improve national economy.

II International Uniformity :-

It aims at securing minimum standard on a uniform basis in respect of all labour matters.

Labour - Management Cooperation

It is a state of relations where labour and management work hand-in-hand to accomplish certain goals using mutually acceptable means.

Mutual trust and respect b/w labour and management is enhanced through

- ↳ Information Sharing
- ↳ Discussion
- ↳ Consultation
- ↳ Negotiations

The Need for Labour and Management to Cooperate :

- ↳ To promote worker's participation in decision-making process.
- ↳ To improve the quality of working life.
- ↳ To achieve and sustain economic growth.
- ↳ Workers can act as a channel of communication to top management.
- ↳ Provides a channel to communicate with employees.
- ↳ Workers can make inputs in solving operational problems and management plan affecting workers in the workplace.

Worker's Participation in Management

It implies mental and emotional involvement of workers in the management of Enterprise.

It gives the worker a sense of importance, pride and accomplishment and gives him /her the freedom of opportunity for self-expression.

Objectives:-

- <i> To raise level of motivation of workers by closer involvement.
- <ii> To provide opportunity for expression and a sense of importance to workers.
- <iii> To develop ties of understanding leading to better effort and harmony.

Factory Legislation / Factories Act, 1948

It deals with safety, healthy, efficiency and well being of the workers.

It is applicable to any factory using power and employing 10 or more workers and if not using power, employing 20 or more workers.

Manufacturing Process :-

- <i> making, changing, repairing, ornamenting, finishing, packaging, oiling, cleaning, breaking up, demolishing or otherwise treating any article for sale, transport, delivery.
- <ii> Pumping oil, water or sewage matter
- <iii> Generating, transforming or transmitting power of any form

Employment Of Young Persons :-

- <i> Young children of less than 14 yrs are not allowed to work in factory.
- <ii> A child who has completed 14 year's of age but is not - adult shall not be allowed to work in a factory unless he carries a certificate of fitness.
- <iii> Manager of factory in which children are employed shall maintain a register of child workers to be available to inspector at all time.

civ7 Every worker who has worked for a period of 240 days or more in factory during a calendar year, shall be permitted during the subsequent calendar year, the following days of leave with wages.

- ↳ Adult worker will get one day leave for every 20 days of task.
- ↳ Child will get one day leave for every 15 days of work

International Labour Organisation (ILO)

- ↪ It is a specialized agency of United Nations (UN) dedicated to improving labour conditions and living standards throughout the world.
- ↪ ILO was awarded the Nobel Prize for Peace in 1969.
- ↪ It has developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equality, security and dignity.

ILO's Response On Child Labour :-

ILO's International Programme on the Elimination of Child Labour (IPEC) was created in 1992 with the overall goal of the progressive elimination of child labour, which was to be achieved through strengthening the capacity of countries to deal with the problem and promoting a worldwide movement to combat child labour.