

① An industry is a group of companies that are related based on their primary business activities. In modern economic there are dozens of industry classification.

\* The term industrial relations comprises 'industry' and relations. Industry means any productive activity in which an individual is engaged it is primary activity like agriculture, fisheries etc.

• Secondary activities like manufacturing, construction, trade, transport, commerce etc.

(\*) The nature of industry are

Market Structure - Measures of industry concentration

\* Conduct - Pricing Behaviour  
- Integration and merge activity

\* Performance -

- Harby - Millig Index

- Structure - conduct - performance paradigm.

② Industrial Dispute - Difference or disagreement of staff over some issues between the parties as it comes under industrial dispute.

\* Many causes of industry dispute are generally related to wages, inequality and time.

\* Causes are

• Economic Causes

(a) Wages

The demand for wage increase is the prime-most cause of the industrial dispute. A large number of strikes are being org to raise a voice against the rise in price and cost of living.



## Managerial Causes

Lack of administrative support and attention towards labour leads to industrial dispute. Following are the various managerial causes of industrial disputes.

- Retrenchment or lay off of the workers without any reason.
- The inefficiency of the management to initiate leadership in the organisation.
- Poorly built and dissatisfying recruitment policies & practices.

## Voluntary arbitration

The word arbitration refers to the settlement of any dispute mutually with the help of an arbitrator.

Thus, in voluntary arbitration, there is a third party involved in the settlement process.

## Wage Awards

- ③ Workers' participation in management process by which subordinate employees, either individually or collectively, become involved in one or more aspects of org decision making within the enterprises.

The concept of workers participation in management is based on human relations approach to management which brought about a new set of values to labour and management.

The main implementation of workers participation in management as summarized by ILO:

- Workers have ideas which can be useful.
- Workers may work more intelligently if they are informed about the reasons for and the intention of decision that are taken in participatory manner.



atmosphere.

- To make the workers participation effective firstly they should be a strong, democratic and representative unionism for the success of participative management.
- They should be mutually-agreed and clearly formulated objectives for participation to succeed
- There should be a feeling of all participation at all levels.
- They should be effective consultation of the workers by the management.

#### 4. Types of strikes:-

It is a way through which a group of workmen exercise pressure on the management by ~~stop~~ stopping the work and protesting against the employers to get their demand fulfilled.

- Primary strikes - The strikes which are directionally projected against the employer are called as primary strikes
- Secondary strikes - The other name for the sec strike is the sympathy strike. In the force is applied against the third person having sound trade relations with the organisation to indirectly incur a loss to the employer and the business.



b) Convention, Recommendation are drawn up by the representatives of government, employer and workers and are adopted at the annual International Labour conference. Once a standard is important at the annual International Labour conference. Once a standard is adopted member, member states are required under article 19(6) of the ILO constitution, to submit it to their competent authority with a period of twelve months for consideration.

(c) Arbitration and adjustment is the person or entity that makes the decision in a legal dispute. In arbitration, the disputing parties agree on an impartial third party - an individual or a group - to hear both sides and resolve the issue. Arbitration is often used as a way to settle contract disputes. Parties signing a contract often agree to the use of arbitration to decide if a contract has been breached or whether it can be terminated.

d) Craft Union

Craft union combining workers who are engaged in a particular craft or skill but who may work for various employers and at various locations. Formed to improve wage level and working condition, craft union were established in Britain and the union starts in the middle of the 19th Century.



- by the representatives
- ⑤ Rights of Registered trade union
- ① By helping in the recruitment and selection of works
  - ② By including discipline among the workforce.
  - ③ By enabling settlement of industrial disputes in rational manner
  - ④ By helping social adjustments.

⑥ Collective bargaining - is a process of negotiation between employers and a group of employees aimed at agreements to regulate working salaries, working conditions, benefits and other aspects of workers compensation for rights for worker

The interests of the employees are commonly presented by ~~to~~ representatives of a trade union ~~to~~ to which the employees belong

### ⑦ Conciliation

Conciliation refers to the process by which representatives of employees and employers are brought together before a third party with a view to discuss, reconcile their diff and arrive at an agreement through mutual consent. The third party act as a facilitator in this process. Conciliation is a type of state intervention in settling the industrial disputes