1. Define industrial disputes.

Ans…. **Industrial dispute** means any **dispute** of difference between employees and employers or between employers and workmen or between workmen and workmen, which is connected with the **employment** or non-**employment** of the terms of **employment** or the conditions of work of any person (The **industrial Disputes** Act 1947, Section 2K).

1. What are the causes of industrial disputes?

Ans…. The **causes of industrial disputes** are many and varied. The major ones related to wages, union rivalry, political interference, unfair labour practices, multiplicity of labour laws, economic slowdown and others.

1. What are the forms of industrial disputes? Give examples

Ans ….

Strikes: Strike is the most important form of industrial disputes. A strike is a spontaneous and concerted withdrawal of labour from production. The Industrial Disputes Act, 1947 defines a strike as “suspension or cessation of work by a group of persons employed in any industry, acting in combi­nation or a concerted refusal or a refusal under a common understanding of any number of persons who are or have been so employed to continue to work or accept employment”.

According to Patterson “Strikes constitute militant and organised protest against existing industrial relations. They are symptoms of industrial unrest in the same way that boils symptoms of disordered system”.

Depending on the purpose, Mamoria et. al. have classified strikes into two types: primary strikes and secondary strikes.

(i) Primary Strikes:

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These strikes are generally aimed against the employers with whom the dispute exists. They may include the form of a stay-away strike, stay-in, sit-down, pen-down or tools- down, go-slow and work-to-rule, token or protest strike, cat-call strike, picketing or boycott.

(ii) Secondary Strikes:

These strikes are also called the ‘sympathy strikes’. In this form of strike, the pressure is applied not against the employer with whom the workmen have a dispute, but against the third person who has good trade relations with the employer.

However, these relations are severed and the employer incurs losses. This form of strike is popular in the USA but not in India. The reason being, in India, the third person is not believed to have any locus standi so far the dispute between workers and employer is concerned.

1. Detail the ways to resolve industrial disputes.
2. Collective Bargaining. Collective bargaining is probably the most effective **method of resolving industrial disputes**. ...
3. Code Discipline. The code of discipline defines duties and responsibilities of employers and workers. ...
4. Grievance Procedure. ...
5. Arbitration. ...
6. Conciliation. ...
7. Adjudication. ...
8. Consultative Machinery.