

CHAPTER-8

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Modern industrialisation has not been an unmixed blessing. It has created a yawning gulf between management and labour because of the absence of workers' ownership of the means of production. Power has been concentrated in the hands of a few entrepreneurs, while a majority has been relegated to the insignificant position of mere wage-earners. The workers have now come to realise that most of their demands can be satisfied if they resort to concerted and collective action, while the employers are aware of the fact that they can resist these demands. This denial or refusal to meet their genuine demands has often led to dissatisfaction on the part of the workers, to their distress and even to violent activities on their part, which has hindered production and harmed both the workers and the employers.

The Industrial Disputes Act 1947, defines an industrial disputes as "any disputes or difference between employers and employees, or between employees and employees which is connected with the employment or non-employment, or the terms of employment or with the conditions of work of any person".

In Vidarbha Mills Berar, due to labour payment, leaves, overtime happened the disputes between management and labours, but by mutual understanding they were solved.

Table - IIIPercentage of Distribution of Industrial Disputes by Causes

S.N.	Items	1961	1975	1977	1978	1979
1	Wage and allowance	29.4	30.00	31.2	28.7	31.9
2	Bonus	6.7	7.6	15.2	9.9	8.8
3	Personnel & Retrenchment	29.3	28.6	23.0	24.2	21.7
4	Leave and hours of work	2.9	2.1	2.2	2.0	2.4
5	Indiscipline and violence	-	9.3	8.8	10.7	9.4
6	Others	32.7	21.4	19.6	24.5	26.8

Table - IVIndustrial Disputes in India

Year	Number of disputes	Numbers of workers involved (in lakhs)	Number of man-days lost(in lakhs)
1966	2,556	14.10	138.46
1967	2,815	14.90	171.48
1968	2,776	16.69	172.44
1969	2,627	18.27	190.48
1970	2,889	19.28	205.63
1971	2,752	16.15	165.46
1972	3,243	17.37	205.44
1973	3,370	25.46	206.26
1974	2,938	28.55	402.62
1975	1,843	11.08	215.64
1976	1,459	7.37	127.46
1977	3,117	21.93	253.20
1978	3,187	19.66	283.40
1979	3,048	28.73	438.54
1980	2,191	11.35	129.11

Strikes/Lockouts

Strikes and lockouts are the most important index of industrial relations in modern industries. These are the economic sanctions which are usually resorted to by different conflicting groups as the last measure when all possibilities of reaching a settlement fail. Whenever there is friction between management and labour, the workers suffer and the only weapon according to them by which they can bend their employer in their favour is the "strike".

Parallel to the strike is the lockout which is used by the employer to curb the militant spirit of the workers. When the employees want to dominate over human rights of the workers and impose their rights upon them, they turn them out of their business premises and prevent them from doing work. This is called lockout. Strikes and lockout have thus now become important factors in the employer-employee relations.

In Vidarbha Mills Berar, strikes happened in 1971 for one day, in 1974 for six days and in 1979 for three days; reasons were workers retrenchment, leaves and wage and allowances. But from 1979, no strike took place in the mill nor any lockout. This is the sign of good labour-management relationship.

Works Committees

The importance of works committees in preventing industrial disputes is very great, they are the most suitable agency for the prevention of industrial strife unit by unit.

For preventing disputes and maintaining good labour-management relations, there are various joint committees working in this mill. The members of these committees are from both parties i.e. from workers and management and are working very actively.

In Vidarbha Mills Berar, works committees are constituted as follows:-

Five representative of workers

Five representative of management.

Attitude of the Management towards the labour representatives in these committees

The following table shows the attitude of the management towards the labour representatives in various committees.

Table 8.1

S.N.	Attitude	No. of representatives	Percentage
1	Positive	48	53.33
2	Neutral	27	30.00
3	Negative	15	16.66
	Total	90	100.00

The above table indicates that 53.33% respondents said that the attitude is positive, 30% said that attitude of management is neutral and 16.66% respondents said that the attitude of management towards labour representative is negative.

So, management is looking positively towards labour representative and management is co-operating with workers in these committees.

Trade Unions

At present, three unions are functioning in Vidarbha Mills Berar, Achalpur.

- 1) Rashtriya Mill Mazdoor Sangh
- 2) Mill Kamgar Union
- 3) Mazdoor Sevak Sangh.

Approximately 95% workers are the members of these unions. These unions are not providing any educational facilities to workers, but giving protection to the workers.

On the basis of above discussion, management is co-operating with workers and it is good thing for improving labour-management relationship.