

3. Conclusion and Suggestions:

Trade unions with a complexity of objects are looked upon with suspicion and the employers who should be willing to sit with them round a table for discussion and negotiation, often try to by pass them.

It is high time we thought to stop strikes and lockouts not by compulsion but through some other mean, Industrial unrest, stoppage of work, lockouts in factories and other difficulties to run the industrial units made the management and Government even in the advanced countries to think and to make proficient effort better service conditions and legislation for the benefit of all. We have also to take the same attitude. The welfare activities of trade unions is much lacking in our country similar activities can also be taken by the management side. This can increase satisfaction of the workers.

Management and trade union should try to improve the labour productivity. This task can only be accomplished when the Govt, management trade unions and the workers have a feeling for country's development and make joint efforts to fulfill the objective.

At the end, the labours should also think about their own interest. Strikes and lockouts generally result into tremendous loss both in monetary and physical terms. They should therefore bear in mind the consequences of such actions.

The unions can no longer rely on the negative role of criticising the Government and the management, but must play a positive role in the development of industry and of the nation. Labour leaders are not faithing on labour court. They feel that labour courts are agent of capitalist. They makes undue delay in giving decision.

Delay of labour court in decision is their right opinion so government should set labour courts in every district according to its industrialisation. We are living in democratic country. Approximately 80 decision goes in favour to employee so labour organisation should not look towards labour court as agent of capitalist.

Labour problems will arise on large extent still he will not become wise themself so labour organisation should arrange (held) Seminar group discussion, Industrial tour guest lecture on special issue.

So long as trade unions remain organisationally and / or financially weak, their ability to bargain will hampered ,so trade union should avoid this position.

The conflict of interest makes worker or workers organisations initially hostile to each other, They must recognise each other and also recognise that accommodation and adjustment between them is necessary before they can achieve their goals.