



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

Unit 1 - INDUSTRIAL RELATIONS

Topic 1: INTRODUCTION, CONCEPT AND SCOPE



INDUSTRY RELATIONS

MEANING:

“Industry” means “Group of productive organizations that produce or supply goods, services, or sources of income”.

DEFINITION:

Industrial relations are the relations between employers and employees in the industry. In a broad sense, the term also includes the relations between the various unions, between the state and the unions, and those between the employers and government





HISTORY OF INDUSTRY RELATIONS

- ▶ The problem of labour management did not arise when business is small
- ▶ These developed in the early 19th century
- ▶ Industrial empires of financial tycoons came into existence followed by mass production.
- ▶ Labour management becomes important when large aggregation of people came to work together under one roof.



STAGES THROUGH WHICH THE SYSTEM PROGRSS

- ◀ Agrarian Economy stage
- ◀ Handicrafts stage
- ◀ Cottage or putting out stage
- ◀ Factory or industrial capitalism stage



AGRARIAN ECONOMY STAGE

- ◀ Developed during middle ages
- ◀ Properties were individualized
- ◀ Arose the class of propertied individuals along with property less individuals
- ◀ Master – servant slave type
- ◀ No wages
- ◀ No support form government or political organizations



HANDICRAFTS STAGE

- ◀ Development of towns and cities
- ◀ Increase trade and commerce
- ◀ Decline in power of feudal lords
- ◀ Move from rank of master-slave to employer-employee
- ◀ Craftsmen owned factors of production
- ◀ Sold directly to consumer
- ◀ No middle men





CONTD....

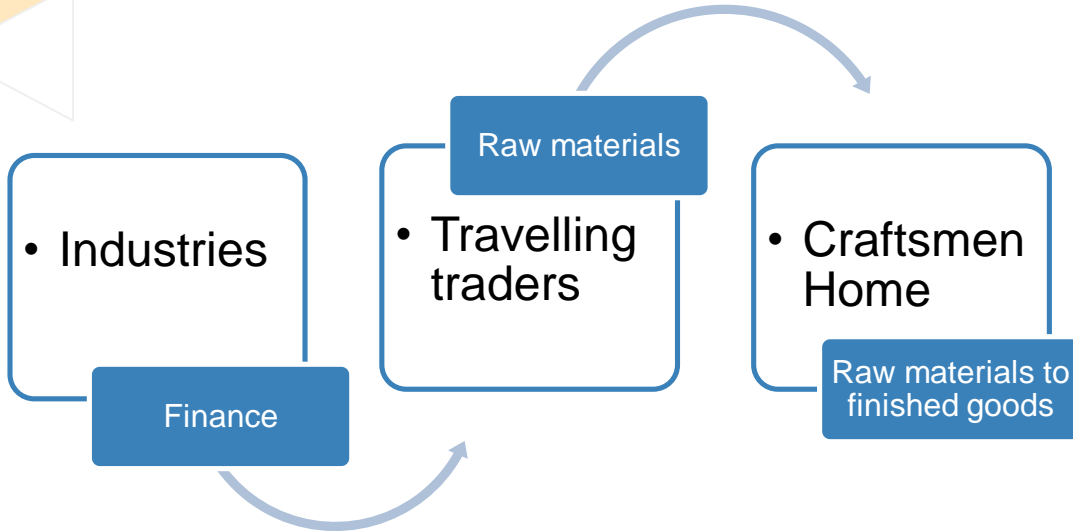
- ◀ Specialization of work
- ◀ Involve themselves in teaching apprentice
- ◀ Master – high status (ownership & skill)
- ◀ Journey men – high status (Skill & Mobility freedom)
- ◀ Apprentice– low status (But superior than slave)
- ◀ Cottage workers started new institutions, viz., crafts guilds
- ◀ Regulated the working conditions.
- ◀ Fraternal benefits to the members





COTTAGE OR PUTTING OUT STAGE

Development of new industrial units due to technological changes and expansion in trade





FACTORY OR INDUSTRIAL CAPITALISM STAGE

- ◀ Installation of new machineries
- ◀ Offered employment in newly built workshops
- ◀ Humans were replaced by machines
- ◀ This led to Industrial Revolution.
- ◀ Child labour and women were employed for long hours.
- ◀ Reduced skill requirements
- ◀ Low wages. Inadequate housing facility





CONTD....

- ◀ Decision became more specialized task.
- ◀ Strict discipline were maintained
- ◀ Employees were economically dependent on the employer.
- ◀ The law of supply and demand determines the wages.
- ◀ The employer did not bother about employees welfare.
- ◀ So sole aim to maximize the profits
- ◀ They have different motives



BRITISH RULE

- ◀ Modern type of industries set up in 19th century
- ◀ Indigo plantation - 1831
- ◀ Cotton mill, Bombay – 1853
- ◀ Majority of population were in agriculture.
- ◀ Trading community was very small.
- ◀ Isolated entrepreneurs did launch industries but could not withstand
- ◀ This forced made them to turn to the land



CONTD...

- ◀ The workers were mostly employed under subversive condition
- ◀ Sometimes more than 20 hours, wages paid miserably low
- ◀ Wages were deducted for late attendance
- ◀ Work Stoppage – 1877 Empress Mills, Nagpur
- ◀ Lockouts were completely non-existent
- ◀ Workers were intimidated, dismissed
- ◀ Budge Budge Jute Mill – 1895 , Loss of 18,000
- ◀ Factories Act, 1881



CONTD....

- ◀ In 1890, Bombay Millhands Association
- ◀ In 1905, Printers Union was formed
- ◀ In 1907, Postal Union was formed in Bombay
- ◀ First Organised Labour Association in India



RECAP

QUESTIONS???

THANK YOU