



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 2: CONCEPT, SCOPE, IMPORTANCE & PERSPECTIVES



HISTORY OF IR

- Early British rule
- First world war to pre-independence period
- Independence & after

EARLY BRITISH RULE:

- Industrialisation (1780-1840)
- Emergence of a factory system
- Development of a capitalist economy
- Workers were mostly employed under subversive conditions
- Sometimes more than 20hours and wages paid miserably low.
- Wages were deducted for late attendance and negligence



CONTD...

- Though trade union existed relations between employers and workers are not peaceful.
- Evidence of frequent strikes found
- The passing of factories act in 1881 awakened the working class
- In 1890, the first labour association, viz., Bombay Mill hands Association was established
- In 1897 was formed the Amalgamated Society of Railway Servants of India – (Anglo Indians & Europeans employed on railways)
- In 1905 Printers' Union was formed in Calcutta
- In 1907 Postal Union was formed
- These organizations formed on the lines of trade unions and may be considered as the first organized labour associations in India



FIRST WORLD WAR TO PRE- INDEPENDENCE PERIOD

- The world war I (1914-1918) created boom for employers.
- With rising prices profit went up
- But the wages of workers did not keep pace which in turn leads to strike actions.
- The workmen's compensation act (1923), Trade union act (1926) and Trade Dispute Act (1917) were enacted.
- During second world war bonus and dearness allowances were granted to the workers but does not increase the wages.
- In 1946 the Industrial Employment (Standing Orders) Act was passed to regulate terms and conditions of service
- The Industrial Dispute Act 1947, provided the settlement of disputes



INDEPENDENCE & AFTER

- After independence necessary actions taken towards stop to strike / lockouts
- A tripartite conference was held in 1947 at which Industrial Truce Resolution was adopted to maintain Industrial Peace
- The Minimum wages act, the Employees state insurance act were enacted in 1948
- The Bonus Act was passed in 1965
- In 1975 and 1976 the industrial relations in the country were quite peaceful as strikes and lockouts were prohibited.
- In 1991 declaration of new economic policy, trade reforms were established by the Government.



GOLDEN RULES FOR GOOD INDUSTRIAL RELATIONS



- The management should have harmony as a goal
- Policies and procedures should be applied uniformly
- Bargaining should be done in good faith
- The management should ensure transparency in its dealings
- Should maintain two way flow of communication between the management and the employees to avoid misconception.
- Providing satisfactory working conditions and fair wages



RECAP

QUESTIONS???

THANK YOU