



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE**

**II YEAR /III SEMESTER**

**Unit 1 - INDUSTRIAL RELATIONS**

**Topic 7: CODES OF CONDUCT**



# CODE OF CONDUCT

Code of conduct is a set of conventional principles and expectations that are considered binding on any person who is a member of a particular group.





# FEATURES OF CODE OF CONDUCT

- The code of conduct is a government induced self-imposed and mutually agreed voluntary principle of discipline.
- It aims at preventing disputes
- It restrains both the parties from unilateral action
- The code compels the parties not to indulge in strike and lockouts without notice,



# FEATURES OF CODE OF CONDUCT





# FACTORS GUIDING CODE OF CONDUCT

1. Honesty and Integrity
2. Disclosure of Information
3. Harassment
4. Outside employment
5. Conflict of Interest
6. Confidentiality
7. Equal Opportunity Employer
8. Misusing company resources
9. Health and safety
10. Payment & Gifts





# CODES OF CONDUCT 1958

- Every employee in industry or unit shall have the freedom and right to join a union of his choice. No coercion shall be exercised in this matter.
- There shall be no dual membership of unions.
- There shall be unreserved acceptance of, and respect for, the democratic functioning of trade unions.
- There shall be regular and democratic elections of executive bodies.





## CONTD...

- Ignorance and/or backwardness of workers shall not be exploited by any organisation. No organisation shall make excessive or extravagant demands.
- Casteism, communalism and provincialism shall be eschewed by all unions.
- There shall be no violence, coercion, intimidation or personal vilification in inter-union dealings.
- All central unions shall combat the formation or continuance of company unions.



**RECAP**

**QUESTIONS???**

**THANK YOU**