



# **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 II - INDUSTRIAL CONFLICTS**

**Topic 2: Strikes & Prevention**





# STRIKES

A temporary cessation of work by a group of employees in order to express their grievance or to enforce a demand concerning changes in work conditions.

3 elements;

Plurality of workmen

Cessation of work or refusal to do so

Combined or concerted action



## CAUSES OF STRIKE

Strikes can occur because of the following reasons:

- Dissatisfaction with company policy
- Salary and incentive problems
- Increment not up to the mark
- Wrongful discharge or dismissal of workmen
- Withdrawal of any concession or privilege
- Hours of work and rest intervals
- Leaves with wages and holidays
- Bonus, profit sharing, Provident fund and gratuity
- Retrenchment of workmen and closure of establishment
- Dispute connected with minimum wages



## TYPES OF STRIKE





# TYPES OF STRIKE

## PRIMARY STRIKE

- Stay away strike
- Sit-down and stay-In strikes
- Tools-down strike/pen-down strike
- Token or protest strike
- Lightning or cat-call strike
- Go-slow
- Picketing and boycott
- Gherao
- Hunger strike

## SECONDARY STRIKE

- Sympathetic strike



# TYPES OF STRIKE

## SECONDARY STRIKE

- Sympathetic strike

## OTHERS

- General
- Particular
- Political
- Bandhs



# PRIMARY STRIKE

## STAY AWAY STRIKE

Workmen do not come to the work place

Organise rallies and demonstrations.

## SIT-DOWN & STAY- in STRIKE

Take possession of property of that business, establish themselves in the plant.

Refuse access to the owners or to others desiring to work.

## TOOLS-DOWN STRIKE

The strikers lay down tools or pen and refrain from doing work though they remain on the job in the workplace.



# PRIMARY STRIKE

## TOKEN or PROTEST STRIKE

A signal for the danger ahead.

## LIGHTENING OR CAT-CALL STRIKES

Suddenly announced without notice / surprise/ at very short notice

## GO-SLOW

Deliberate delaying of production by workmen





# PRIMARY STRIKE

## PICKETING & BOYCOTT

When workers are dissuaded from work by stationing certain men at the factory gates, such a step is known as picketing.

Pickets are workers who are on strike that stand at the entrance to their workplace.

It is basically a method of drawing public attention towards the fact that there is a dispute between the management and employees.



## PRIMARY STRIKE

### GHERAO

Physical blockade of a target by enrichment, intended to block the egress and ingress from and to a particular office, workshop or factory or residence or forcible occupation.

### HUNGER STRIKE

By leaders of the union or by some workers, all at a time or in small batches for the purpose being to create sympathy of the employer and attract the attention of the public.



## SECONDARY STRIKE

### SYMPATHETIC STRIKE:

It is a strike in which the striking workmen have no demands or grievances of their own against their employer but they may go on strike for the purpose of directly aiding or supporting others in their cause.



## LOCK OUTS

A lockout is a work stoppage in which an employer prevents employees from working. It is declared by employers to put pressure on their workers. This is different from a strike, in which employees refuse to work. Thus, a lockout is employers' weapon while a strike is raised on part of employees.



## PREVENTION

- The management should adopt well-defined, precise, clear and progressive HRM policies for the maintenance of good industrial relations in the undertaking.
- It should ensure an effective administration and timely implementation of these policies.
- It should ensure that an effective two-way communication system in operation. This will help the management to create a favourable climate of goodwill and faith in the organization and enable workers to appreciate the managements' policies in their right perspective so that no misunderstanding is created between them.



## PREVENTION

- It should provide just and humane conditions of work, along with suitable welfare activities for the benefit of the workers, and develop close personal contacts with the employees at all levels.
- It should evolve and adopt a suitable and speedy grievance redressal procedure for the management of workers' problems.
- It should give recognition to a representative union and should have a pragmatic approach to union activities.
- It should ensure joint consultation at different levels and encourage collective bargaining for the resolution of the differences between them.



**RECAP**

**QUESTIONS???**

**THANK YOU**