



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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University, Chennai**

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

Unit II - INDUSTRIAL CONFLICTS

Topic 3: Industrial Peace & Government Machinery





INDUSTRIAL PEACE

Industrial peace signifies the active presence of harmonious and good industrial relations generating amity and good will between industry – a condition which is both the cause and effect of a fruitful cooperation



MAINTENANCE OF INDUSTRIAL PEACE

Industrial peace pre-supposes the absence of industrial strike. Industrial peace is essential for increased productivity and harmonious labour-management relations. The industrial peace can be largely nurtured through the following means;

- Machinery should be set up for the prevention and settlement of industrial disputes
- The industrial peace can also be attained by the creation and maintenance of implementation cells and evaluation committees which have the power to look into implementation of agreements, settlements and awards and also violation of statutory provisions laid down under various labour laws.



MACHINERY FOR THE SETTLEMENT OF INDUSTRIAL DISPUTES

MEASURES:

- a) Tripartite bodies : Shaped largely by principles and policies.
 - Various bodies composed of the representative of employers, employees & Government Bodies have been set up for consultation and discussion on questions affecting labour
 - a) Indian Labour Conference
 - b) Standing Labour Committee
 - c) Central Implementation and Evaluation Committees.



MACHINERY FOR THE SETTLEMENT OF INDUSTRIAL DISPUTES

- b) Codes of Discipline
- c) Workers Participation Management
- d) Standing Orders



SETTLEMENT OF INDUSTRIAL DISPUTES

- Collective Bargaining
- Grievance procedure
- Conciliation
- Adjudication
- Arbitration



SETTLEMENT OF INDUSTRIAL DISPUTES



Collective Bargaining: Negotiation about working conditions and terms of employment between a employer or a group of employers or one or more employer's organisations on the one hand and one or more representative workers organisations on the other with a view of reaching an agreement.

PROCESS

1. Negotiation Stage
2. Negotiation Techniques
3. Follow-up Action



RECAP

QUESTIONS???

THANK YOU