

WHAT IS INDUSTRIAL RELATIONS ?

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1. IR is a relationship between management and employees or among employees and their organizations, that characteristics and grow out of employment.
2. IR may be defined as the complex of inter- relations among workers, managers and government.

Characteristics of IR

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1. An outcome of relationship in industry.
2. It create rules and regulations to maintain piece and harmony.
3. Important parts of IR are employees and their organization, employer and their association and government.
4. It has a role of management, union and government.

Objective of IR

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1. To promote and develop labor management relation.
2. To regulate the production by minimizing industrial conflicts
3. To provide opportunity to workers to involve in decision making process with management.
4. To encourage and develop trade unions in order to improve the workers' strength.

Role of Trade Unions in IR

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1. Achieving higher wages
2. To offer responsive co-operation in improving level of production, discipline etc.
3. To promote individual and collective welfare
4. To improve working and living conditions
5. To enlarge the opportunities of promotion and training.

Role of Employers Organisation

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- Promote and protect of the interest of employers engaged in Industry, Trade and Commerce.\
- Advice offering
- Bridge between Union Government
- Train and develop staff members of concern members of Associations

Examples of Employer's Organizations

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- A. ASSOCHAM- Associated Chamber of Commerce (1920)
- B. FICC- Federation of Indian Chamber of Commerce (1927)
- C. IOE- International Organization of Employers (1920)

ILO in IR

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- ILO establish in 1919, on April 19 by Versailles Peace Conference
- India become member of ILO in 1919

ILO

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Objective of ILO

- ❑ Full employment and raising of standard of living
- ❑ Adequate protection for the life and health of the workers
- ❑ The assurance of educational and vocational opportunity

Structure of ILO

- ❑ The International Conference
- ❑ The governing body
- ❑ The international labor office

Functions of ILO

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- Conditions of work
- Child works
- Migrant workers
- Health, Safety and Welfare
- Social Security
- Manpower organization and Vocational Training

Industrial Relations machinery in India

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Preventive Machinery

- a) Trade Union
- b) Joint Consultation
 - 1. Work Committee
 - 2. Joint Management Council
- c) Standing Orders
- d) Grievance Procedure
- e) Code of Discipline

Settlement Machinery

- a) Conciliation
 - 1. Conciliation Officer
 - 2. Board of Conciliation
 - 3. Court of Inquiry
- b) Voluntary arbitration
- c) Compulsory Arbitration
 - 1. Labor Court
 - 2. Industrial Tribunal
 - 3. National Tribunal