

# REASON AND RESULT OF INDUSTRIAL DISPUTES IN INDIA

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## ABSTRACT;

This article explains the industrial disputes between employers and employees in Indian .The definition explores the trade unions demand to rising the wages the employees and changes the working hours. Then we trace the periodically changes and result of the industrial disputes between employers and employees in India.

## Definition:

In India, industrial disputes are very much common. Industrial disputes are the result of conflicts between employers and workers. While the employers are always trying to resist increase in wages and also try to increase the hours of work but the workers or employees are organizing themselves through trade union for raising their wages along with betterment of other conditions of work.In order to achieve their goal,workers are following the path of protests by resorting to gherao, go-slow, demonstrations, strikes etc. and the employers in order to enforce discipline and to safeguard their interest may go for retrenchment and dismissal of employees and in the extreme case may declare a lock-out.

Thus both the strikes and lock-outs are the two extreme measures followed by employees and employers respectively in extreme cases.Thus these sort of conflicts between the employer and employees are known as industrial disputes.The industrial disputes result in huge loss of mandays as well as production.

The industrial relations are disturbed by industrial disputes and growing industrial disputes may pollute the entire industrial climate of the country leading to a total chaos in the economy.

## II Periodically results of Industrial Disputes:

In India industrial disputes are growing with the progress of industrialization in the country. Increasing price level, rising cost of living, growing industrial inefficiency,indiscipline and sickness are the most responsible factors for growing industrial disputes in the country.In 1951,total number of work stoppages was about 1071 which involved nearly 6.9 lakh workers and resulted in a total loss of 38.2 lakh man-days.during the planning period,the problem of industrial disputes magnified

considerably. In 1974, total number of work stoppages rose to 2938 and number of workers involved significantly increased to 28.55 lakh resulting in a huge loss of 402.6 lakh man-days.

Because of the imposition of various suppressive measures during emergency in 1975, there was a significant fall in the case of industrial disputes. But after the restoration of normal conditions, there was a sudden spurt in industrial disputes during 1977 and 1978. 1992 experienced a prolonged general strike of textile workers in Bombay which resulted in a huge loss of man-days to the extent of 748 lakh in that year. In recent years also, the industrial disputes remain unabated.

Thus the number of man-days lost due to strikes and lockouts over industrial disputes was 307.7 lakh in 1989-90 which declined significantly to 236.0 lakh in 1990-91. But in 1991-92, there was a sharp increase in the man-days lost to the tune of 341.5 lakh. There has however, been a steep decline in the man-days lost in 1992-93 which stood at 22.97 million man-days. This is mainly due to the fact that there were quite a few bandhs and strikes both at the state and national level and widespread social unrest. All these have resulted in a substantial loss in man-days worked and also in production. However, industrial unrest in general remained confined to cotton and jute textile and engineering industries located in the states like Andhra Pradesh, Maharashtra, West Bengal and Tamilnadu.

A recent study made by the CMIE on the current position of industrial disputes in India shows that in 1992, total number of industrial disputes was 1737 out of which 1034 were strikes and 703 were lockouts. Total number of workers involved in these disputes was 1.34 million. Total number of man-days lost was 2 lakh. The study shows that even during 1991 and 1992, lockouts accounted for nearly 53 percent of man-days lost. Thus this higher share of lock-outs in the total man-days lost is to be re-assessed and the factors responsible for such lock-outs against the working class be controlled. Thus the policy of industrial relations should be updated considering the changes in the character and composition of industrial disputes.

India's industrial relations have shown a steady improvement in the years following the economic reforms introduced in India. Man-days lost due to strikes and lockouts declined significantly from 34.57 million in 1991-92 to 20.44 million in 1993-94 and then to 17.99 million in 1995-96. This was mainly due to improvement in the industrial relations situations in cotton, Engineering, coal and non-coal mining, Beverages, Tobacco, and Tobacco products, jute and rubber industries. During 1991-94, industrial unrest mainly witnessed in the states of Andhra Pradesh, Gujarat, Tamilnadu and

Maharashtra, Government's proactive role through timely and effective conciliation of industrial disputes and involvement of the social partners in the formulation and implementation of labour and industrial relation policies and programme has successfully harmonized the interests of employers and workers through a change from confrontation to collaboration, and their appreciation that employment security is promised upon productivity and viability of the enterprise.

There has been an improvement in the industrial relations scenario of the country in the 1990s as compared to the 1980s as reflected in the statements of mandays lost on account of strikes and lockouts. The above table reveals that the number of strikes which was 732 in 1995 has increased to 793 in 1997 and then it decline to 173 in 2012.

The number of lockouts also increased initially from 334 in 1995 to 512 in 1997 and then it declined to 121 in 2012. Total number of strikes and lockouts which was 1066 in 1995, gradually increased to 1305 in 1997 and then it declined to 181 in 2013 , 151 in 2014 , 143 in 2016. There have been a few instances of protest by workers in response to restructuring measures in the infrastructure sector like power and ports and docks. The reduction in strikes and lockouts was more prominent in public sector and the central sphere compared to the private sector and the state sphere. The proactive role of the government, seeking solutions through involvement of social partners in various tripartite for arriving at policies impending on labour interest, was responsible for bringing down the outbreak of strikes and lockouts.

The mandays on account of strikes and Lockouts have however, increased from 16.3 million in 1995 to 3.29 million in 2013. Man-days lost due to strikes increased to 2.05 million Whereas mandays lost due to lockouts decreased to 0.84 million in 2010. Among The states, Andhra Pradesh, Tamil Nadu, Gujarat, West Bengal recorded most of the agitations. cotton textiles, engineering and jute hemp and mest textiles were the industrial groups which witnessed the maximum loss of mandays on account of strikes and lockouts.

Wage and wage related issue were the important reason behind the . There were also incidents of protests against privatization and multi-nationals. Considering the radical changes that have taken place in the domestic industrial scenario and the labour market, Second National commission on labour was set up to suggest among others, rationalization of the existing laws in the organized sector so as to make them more relevant and appropriate in changing context of globalization and opening up of the Indian Economy.

## Conclusion

The above study is all about the industrialized quarrels among companies and workers in India. The explanation discovers the critical issues like the worker unions who are in great demand to increase the salary or the wages, also demand to change the time or schedule of working hours in the Industry. The study focuses on the timely changes plus the outcomes of the disputes between the workers and the company owners in India.

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