



INDUSTRIAL RELATIONS AND TRADE UNIONS

Commerce

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KEYWORDS

INTRODUCTION

A happy and contented work force is an asset for the industrial prosperity of any nation. Labour welfare is nothing but the maintenance function of personnel in the sense that it is directed specifically to the preservation of employee health and attitudes. In other words, it contributes to the maintenance of employee morale. The welfare services in an industry is to improve the living and working conditions of workers and their families because the workers well-being cannot be achieved in isolation of his family

Welfare measures also serve to enhance an organizations image as a caring employer. This image can be very useful to organizations in recruiting the workers. Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers health, entertainment's tend to reduce the incidence of vices, medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and like-wise educational facilities broaden their outlook and improve mental health.

Industrial Relations

The objectives of the healthy industrial relations, besides safeguarding the interest of the labour and management, are the increase of production and efficiency of workers and promotion of industrial growth in a country.

One of the objectives of healthy industrial relations in sugar mills is to raise productivity to a higher level. This is possible only when all other conditions also remain favourable levels of productivity can be raised only. When there is a sound infrastructure and also labour turnover and absenteeism are controlled effectively. This condition is one of the important indicators of good industrial relations. Besides this, encouraging labour participation in managerial decisions through sound system of communication, and recognizing the individuality of each laborer go a long way in establishing healthy industrial relations.

To sum up, maintenance of good human relationship is a sin-qua-non for an organization. In its absence the whole edifice of organizational structure crumbles down. As the contented labour force brings about outstanding results the management must ensure that the employees attain their objectives. This is essential for running the enterprise at its optimum level, through group satisfaction.

Social Security in India

The following legislative measures have been adopted by the government of India by way of social security schemes for industrial workers.

1. Workmen's Compensation Act 1923

Under the Act, compensation is payable by the employer to workmen for all personal injuries caused to him by accident arising out of and in the course of his employment which disable him for more than three days. If the workman dies, the compensation is to be paid to his dependents,

2. Employee's State Insurance Act, 1948

Under the Act, an insured person is entitled to receive benefits such as medical benefit, sickness benefit, maternity benefit, disablement benefit, dependents benefit, funeral benefit etc.

3. Employees Provident Fund and Miscellaneous Provisions Act, 1952

The Act has made schemes for three types of benefits viz, provident fund, family person and deposit linked insurance.

4. The Payment of Gratuity Act, 1962

Under (he Act gratuity is payable to an employee on the termination of his employment after he has rendered continuous service for not less than five years. The completion of continues service of five years is, however, not necessary where the termination of the employment is due to death or disablement.

5. The Industrial Dispute Act 1947

Under the Act, a retrenched worker is entitled to compensation at the rate of 15 days average earning for every completed years of service or part thereof. When the closure of the undertaking is due to circumstances beyond the control of the employer, compensation is limited to the maximum of three months average earnings.

6. Maternity Benefits Acts, 1961

The Act applies to women in factories, mines and other establishments. This Act replaced the Mines Act and it was adopted by most of the states, h does not apply to those covered by the ESI schemes

7. Coal Mines Provident Fund Bonus Scheme Act 1948

It applies to workers employed in the coal mines (including the National Coal Development Corporation) earning less than Rs.3000 per month. The Bonus scheme applies to all those earning less than Rs.7300/- per month in coal mines other than the NCDC and is paid entirely by the employers.

8. The Seaman's Provident Fund Act 1966

Under this workers contribution of 8 per cent with an equal contribution from the employers and are entitled to a full refund on retirement or after 15 years of membership.

9. The Plantation Labour Act 1951

The benefits statutorily provided under this Act include the provision of drinking water and its conservancy, medical facilities, canteen in the ease of 150 or more workers, creches in case of 50 or more women workers, recreational facilities, umbrellas, blankets and rain coats. Cash benefits in the case of sickness and maternity are also available to the workers as per rules prescribed by the state governments which also lay down qualifying conditions.

10. Employees Family Pension Scheme, 1971

The family pension seeks to provide some monetary relief to the family members of employees, who die in service, that is, before superannuation In the event of an employee's death his family gets pension on a graded scale depending on the employee's last salary grade.

It has been shown by the Hawthorne studies that money and fatigue were not the sole determinants of work effort. Employee attitudes, management-employee relations and the informal and social organizations of employees are the crucial factors in achieving the goals of the organizations.

Role of Trade Unions

With the changed social, political and educational environment in terms of awareness of right, trade unions are considered a major component of industrial relations system. Workers union plays an crucial role to protect the interest of its members.

CONCLUSION

The welfare measures influence the sentiment of the workers and contribute to the maintenance of industrial peace. Labour welfare is, thus, one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare measures are of significance to reduce absenteeism and labour turnover in industries. Whatever improves conditions of work and life for the employee, whatever leads to the increasing adaptation of the worker to his task and whatever makes him well contented will lessen his desire or need to leave. One of the thrust areas in the personnel in future would be the creation of the type of organizational environment that will help to make work more satisfying.

Welfare measures also serve to enhance an organizations image as a caring employer. This image can be very useful to organizations in recruiting the workers. Social advantage of labour welfare is by no means less important than economic ones. The provision of canteen, where balanced diet is available at subsidized rates, improves workers health, entertainment's tend to reduce the incidence of vices, medical aid and maternity benefits improve the health of workers and bring down the rates of general, maternal and infant mortality and like-wise educational facilities broaden their outlook and improve mental health. Industrial relations involve, besides the maintenance of employer-employee relationship, maintenance of relations between labour unions and management, various groups of employees and also between the industry and society (government, local bodies, other institutions and the public). Successful industrial relations may mean promotion and development of (i) healthy labour-management relations, (ii) industrial peace (by avoiding conflicts) and (iii) industrial democracy.

Industrial relations system comprise of workers (employees) and their organizations (trade unions), management (employers) and their organizations (employers' associations, federations and chambers) and the government (central, state and local bodies). Sincere and effective functioning of these components can ensure proper industrial relations.

Workers organize themselves into unions primarily to protect their own interests. The foremost responsibilities impose on them the obligation to preserve and strengthen internal democracy. To achieve this, unions have to improve their internal administration, instill voluntary discipline and responsible conduct among workers and strive to resolve the problems of rivalry and work for the creation of a unified union movement. The protection of the interests of the union members is restricted not only to a narrower sphere of their jobs but also extends to a broader sphere to serve their members through the establishments and promotion of co-operatives, cultural and welfare organisations and by helping them to utilize other social services provided by the community. social and political, such as hoarding, black-marketing and speculation. This brings about a close relationship between the workers, their unions and the community. The task before our country is not simply limited to getting some higher benefits for labour but extends to a basic transformation of the relationship among the different groups in society. The trade unions can act as one of the major instruments in bringing about social change and economic progress.