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The term industrial relations refer to industry and relations. Industry means any productive activity in which an individual is engaged and relations are seen as relations that exist in the industry means any productive activity in which an individual is engaged and relations are seen as relations that exist in the industry means any productive activity in which an individual is engaged and relations are seen as relations that exist in the industry means any productive activity in which an individual is engaged and relations. settings. The field of industrial relations looks at the relationship between management and workers, particularly groups of workers represented by a union. The concept of industrial relationship between management and workers, particularly groups of workers represented by a union. The concept of industrial relationship between the employees and management in the day to day working of an industry. The Indian IR scenario has been rapidly changing with the opening up of the liberalized economy and the subsequent inflow of Multinational Corporations (MNCs). This has brought a shift in the attitude towards the relationship. This entry of MNCs has shifted the focus from a labour economy to a human economy to a human economy. Indian IR. The changes that are taking place are primarily due to endogenous forces embedded within Indias political economy. There has been a major effect on the structure of IR (number of unions, collective bargaining, labour legislation, industrial conflict and state intervention). These transformations have a broad as well as a narrow outlook. Originally, industrial relations were broadly defined to include the relationships and interactions between employees and employees. Industrial relations cover all aspects of the employment relationship, including human resource management, employee relations, and union management (or labor) relations pertains to the study and practice of collective bargaining, trade unionism, and labor management relations, while human resource management is a separate, largely distinct field that deals with nonunion employment relationship of management and workers. To protect the interests of employees Concerned with systems, rules and procedures used by unions & employeesRole of regulatory mechanism in resolving any industrial disputes. IR is multidisciplinary in nature. The study of Industrial Relations has also drawn from the fields of psychology, sociology, communication, technology etc. and is now in the process of establishing its own field of study. The primary objective of industrial relations is to bring about good and healthy relations between the two partners in industry labour and management. It is around this objective that other objectives revolve. According to Kirkland, the state of industrial organization may change form economic to political ends. He divides these objectives into four: Improving the economic condition of workers in the existing state of industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government; Control by the state over industrial management and political government. andVesting the proprietorship of industries in the workers. The other objectives are: To maintain industrial democracy based on participation of labour turnover and absenteeism. To ensure workers participation in management of the company by giving them a fair say in decision-making and framing policies. To establish a proper channel of communication. To safeguard the interests of the labour as well as management by securing the highest level of mutual understanding and goodwill between all sections in an industry. To avoid all forms of industrial peace by providing better living and working standards for the workers. To bring about government control over such industrial relations are: The most important benefit of industrial relations is that this ensures continuity of production. This means, continuous employment for all from manager to workers. The resources are fully utilized, resulting in the maximum possible products are intermediaries or inputs; to exporters if these are export goods; to consumers and workers, if these are goods of mass consumption. Good industrial relations to secure adequate satisfaction or expression which are fully cured by good industrial relations. Strikes, lockouts, go-slow tactics, gherao and grievances are some of the reflections of industrial unrest which do not spring up in an atmosphere of industrial peace. It helps promoting cooperation and increasing production. Healthy and good industrial relations improve the morale of the employees work with great zeal with the feeling in mind that the interest of employer and employees is one and the same, i.e. to increase production. Every worker feels that he is a co-owner of the gains of industry are not for him along but they should be shared equally and generously with his workers. In other words, complete unity of thought and action is the main achievement of industrial peace. It increases the place of workers in the society and their ego is satisfied. It naturally affects production because mighty co-operative efforts alone can produce great results. The main object of industrial relation is a complete mental revolution of workers and employees. The industrial peace lies ultimately in a transformed outlook on the part of both. It is the business of leadership in the ranks of workers, employees and Government to work out a new relationship in consonance with a spirit of true democracy. Both should think themselves as partners of the industry and the role of workers in such a partnership should be recognized. On the other hand, workers must recognize employers authority. New programmes for workers development are introduced in an atmosphere of peace such as training facilities, labor welfare facilities, labor welfare facilities etc. It increases the efficiency of workers resulting in higher and better production at lower costs. Good industrial relations are maintained on the basis of cooperation and recognition of each other. It will help increase productions are the main reasons for unhealthy relations among management and labour. Unauthorized deductions from wages, lack of fringe benefits, absence of promotional opportunities, dissatisfaction with job evaluation and performance appraisal methods, faulty incentive schemes are other economic causes. Faulty communication system, dilution of supervision and command, non-recognition of trade unions, unfair practices, violation of collective agreements and standing orders and labour laws are the organisational causes of poor relations in industry. Uninteresting nature of work is the main social cause. Factory system and specialisation have made worker a subordinate to the machine. Worker has lost sense of pride and satisfaction in the job. Tensions and conflicts in society break up of joint family system, growing intolerance have also led to poor employer-employee relations. Dissatisfaction with job and personal life culminates into industrial conflicts Lack of job security, poor organisational culture, non-recognition of merit and performance, authoritative administration and poor interpersonal relations are the psychological reasons for unsatisfactory employer-employee relations. political nature of trade unions, multiple unions, multiple unions and inter-union rivalry weaken trade unions status is reduced to a mere strike committee. Poor Industrial Relation produces adverse effects on the economic life of the country. We may enumerate the ill-effects of poor Industrial Relations as under: Multiplier effects: Modern industry and modern economy both are interdependent. Hence although the direct loss caused due to industrial conflict in any one plant may not be very great. Low Morale and motivation: Poor Industrial Relations adversely affect the normal tempo of work so that work far below the optimum level. Costs build up. Absenteeism and labour turnover increase. Plants discipline breaks down and both the quality of production suffer. Resistance of change: Dynamic industrial situation calls for change more or less continuously. Methods have to be improved. Economics have to be introduced. New products have to be introduced and put in the market. Each of these are industrial conflict. Frustration and social cost: Every man comes to the workplace not only to earn a living. He wants to satisfy his social and egoistic needs also. When he finds difficulty in satisfying these needs he feels frustrated. Poor Industrial relations play a crucial role in shaping the economic and social landscape of any nation. In the case of India, a country known for its diverse culture, vast population, and rapid industrial relations hold even greater significance. Over the years, India has witnessed a series of reforms and challenges in its labour and industrial policies, aiming to create a harmonious and productive work environment. This article delves into the state of industrial relations in India, highlighting its key features, challenges, and ongoing efforts for fostering sustainable growth. What do you mean by Industrial relations? Industrial relations refer to the intricate web of interactions and connections that exist in the workplace between employers, workers, and trade unions. The goal is to maintain a positive, cooperative environment that fosters productivity, defends employee rights, and ensures the fair distribution of profits. In India, laws, rules, and voluntarily agreed-upon codes of conduct all play a role in regulating labour relations. These relations define all aspects of life at the workplace, such as collective bargaining, settling grievances, and settling disputes. Industrial relations basically seek to ensure peace and productivity at the workplace, along with protecting workers' rights while also ensuring the interests of the employer are upheld. Objectives of Industrial Relations in IndiaThe two objectives of industrial relations are; Protecting workplace harmony and peace between management and the workforceEnsuring the cooperation of all departments in the industryThe labourers must be assured fair compensation, wholesome working conditions, acceptable working hours, holiday pay, and access to fundamental essentials of life if we are to create industrial harmony and peace. Scope of Industrial Relations The following is the scope of the Industrial Relations; Employees of a certain company must value the efforts of its employees and treat them with respect in order to maintain excellent relations. Incorporating many human resource tactics as well, such as employee relations initiatives and promotions based on performance, turning productive people into stakeholders for the company. Group Relations initiatives and promotions based on performance, turning productive people into stakeholders for the company. Group Relations initiatives and promotions based on performance, turning productive people into stakeholders for the company. RelationsIn an organization, the bond between management and workers is referred to as work relations. A public relation is the practice of an organization workers interacting the name of community relations. A public relation is the practice of an organization workers interacting the name of community relations. A public relation is the practice of an organization workers interacting the name of community relations. with members of the public or other external entities. Each institution must sustain friendly public relations in India are governed by a complex framework of laws and regulations that aim to maintain harmonious relationships between employers and employees, protect workers' rights, and promote a conducive environment for industrial growth. The key law that governs industrial Disputes Act (1947), Trade Unions Act (1926), and Industrial Employment (Standing Orders) Act (1946). The code, to a significant degree, elucidates institutional procedures for conflict resolution, incorporates fixed-term employment, and aims to introduce uniformity in layoff and retrenchment policies. The legislation reflects equilibrium, giving due consideration to both employer flexibility and the security of workers. Some of the other key laws related to industrial relations in India include: Minimum Wages Act, 1948This Act ensures that workers are paid a minimum wage that meets their basic needs. The minimum wage varies across states and industries and is periodically revised to account for inflation and cost of living. Payment of Wages Act, 1936This Act governs the timely payment of wages to employees and prevents unauthorized deductions from their wages. Payment of Bonus Act, 1965This legislation mandates the payment of workers. It sets the criteria for calculating and distributing bonuses. Employees' Provident Funds and Miscellaneous Provisions Act, 1952This Act establishes a provident fund scheme for employees in industries and ensures financial security by establishing the Employees Contribute to the fund. Employees in industries and ensures financial security by establishing the Employees Contribute to the fund. Corporation (ESIC) to provide medical, monetary, and other benefits to employees in case of sickness, maternity, disablement, or death. Factories Act, 1948While primarily focused on ensuring the safety, health, and welfare of workers in factories, this Act indirectly affects industrial relations by providing a conducive work environment. Maternity Benefit Act, 1961This Act grants women employees the right to maternity leave and other maternity benefits. Equal Remuneration Act, 1976This legislation ensures that men and women receive equal pay for equal work in the same establishment. Child Labor Prohibition and Regulation Act, 2016It prohibits from working children below 14 and 14-18 (adolescents) in hazardous occupations or risky jobs. There are calls for the total prohibition of child labor. System (Abolition) Act, 1976System where the employer pays the supplier or the group leader a one-time fee and then accepts their labor services for the duration of the season or the entire year. Contract Labor (Regulation and Abolition) Act, 1970An establishment indirectly hires contract labour by using an agency or contractor. As a result, their affiliation with the primary organisation is unclear. Direct employees treat them unfairly in terms of their salary, status, and job security, among other things. This law was created to eliminate it under certain conditions, transform them into skilled workers, and bring them on par with direct employees. Prominent Case Laws Related to Industrial Relations in IndiaStandard Vacuum Refining Company vs. Its WorkmenIn this case, it was noticed that the doctrine of welfare state confinement, which has its roots in the country's progressive philosophy of government assistance stateis no longer just an issue of math and physical fulfilment.K. Iron and Steel Company Ltd. vs. Iron and Steel Mazdoor UnionIn the case of fairness, Vivien Bose speaking on behalf of the Supreme Court, the Apex Court ruled that the Tribunal's decision must be founded on accepted criteria and not include any notions of purported fairness or coercion to protect the interests of the workforce. According to Mr. Bose, the concept of socio-economic fairness should not be developed in a way that gives the labourer an unfair advantage. Function, Significance, and Recent Developments and significance of industrial relations lie in establishing harmonious relations between labour and ineffective grievance redressal mechanisms and the absence of worker representation in management all contribute to the bad feelings among labour and employers. A long-term improvement in Industrial relations can happen only if both sides exhibit commitment to mutual respect in their dealings, as well as transparency in reforms, and focusing on skill development, India can pave the way for stronger industrial relations, you should contact a corporate law firm or labour lawyer in your area. For example, if you are in Kolkata and require legal advice related to industrial relations in Kolkata, then you should contact one of the best law firms in Kolkata. Dear Client, From the prolonged content of your query, it appears you are extremely aggrieved with the service of the service of the service and defined under Sec.2(34) of the Consumer Protection Act, 2019 as "Product Liability" which means the responsibility of a product manufacturer or product manufactured or sold or for a deficiency in services relating thereto. Chapter VI, Section 82 to Section 87 of the Consumer Protection Act deals with product liability and So, in the given scenario, serving a strong legal notice to both Service Provider and the product manufacturer, you can file a complaint against them over alleged deficiency in service and unfair trade practices before the District Consumer Commission under Section 35 of the Consumer Protection Act, 2019 claiming replacement of the vehicle or refund of the cost of litigation. As per Section 69 of the CPA, the complaint should be filed within two years from the date of the cause of action. Since you have been facing a deficiency in service since 2017 up to now, your claim is now barred by limitation. So, you have to file a petition and lead the evidence to justify your claim before the Commission. If required, hire the service of an experienced Advocate handling consumer cases to navigate the issue in the right way. As per law father is the natural guardian of child above 5 years. Fluency in English does not mean that person is intelligent and sane. Many people like from china, Japan, USSR, Israel etc uses translator to communicate. 1. Since child is born in India hence till 18 he can have be Indian citizen or be Australian citizen and on attaining 18 child shall have option to choose citizenship of either country. 4. You cannot stop a person from filing case but you have right to defend and also to take precautions to save yourself from such frivolous cases. Dear Sir, You may consult personally with local advocate. Hi, Yes, it can be construed as a dispute within the ambit of S.2(k) of the ID Act. However, most employees are bound to obey the transfer orders as the same would be mentioned in their employment contracts. It's important to seek legal advice from a qualified attorney in your jurisdiction as the laws and procedures vary by country and state. Here are some steps you can take: Consult with a lawyer who specializes in family law in your country or state. They can advise you on your legal options, such as filing for divorce, filing a counter-claim, and how to handle the false cases filed against you. Collect evidence: Collect all the evidence you have about your wife's past relationships and the false cases filed against you. Evidence can include photos, text messages, emails, and any other documentation that supports your case. File a complaint: If you believe your wife has filed false cases against you, you can file a complaint with the police or take legal action against her. Seek counseling: Going through a divorce can be emotionally challenging. Consider seeking counseling or therapy to help you cope with the stress and emotions associated with the divorce. Be prepared for a legal battle: Fighting a legal battle can be time-consuming and expensive. Be prepared for a long and challenging process, and make sure you have enough resources to see it through. Thank You The term industry and relations means the relations that exist in the industry between the employer and his workmen. Thus, industrial relations are seen as relationship between employees and employers within the organizational settings. The field of industrial relationship between the employees and employees and employees and employees and employees and employees are the relationship between the employees are the relationship between the employees are the relationship between the relationship between the employees are the relationship between the relationship between the employees are the relationship between the relationship betw and management in the day to day working of an industry. The Indian IR scenario has been rapidly changing with the opening up of the liberalized economy and the subsequent inflow of Multinational Corporations (MNCs). This has brought a shift in the attitude towards the relationship. This entry of MNCs has shifted the focus from a labour economy to a human economy .An extensive linkage between economy, politics and history has always characterized Indian IR. The changes that are taking place are primarily due to endogenous forces embedded within Indias political economy. There has been a major effect on the macro economic aspect on the structure of the labour market (productivity, employment and wages), also on the structure of IR (number of unions, collective bargaining, labour legislation, industrial relations have a broad as well as a narrow outlook. Originally, industrial relations were broadly defined to include the relationships and interactions between employees and employees. Industrial relations cover all aspects of the employees and union management (or labor) relations. The meaning has become more specific and restricted. Industrial relations pertains to the study and practice of collective bargaining, trade unionism, and labor management relationship of management is a separate, largely distinct field that deals with nonunion employment relationship of management and workers. 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He divides these objectives into four: Improving the economic condition of workers in the existing state of industrial management and political government; Control by the state over industrial organization may change form economic to political ends. He divides these objectives into four: Improving the economic to political ends. He divides these objectives into four: Improving the economic to political ends. relation; Socialization or nationalization or nationalization of industries by making the state itself an employer; and Vesting the proprietorship of industries in the workers. The other objectives are: To maintain industries by making the state itself an employer; and Vesting the proprietorship of industries in the workers. The other objectives are: To maintain industries by making the state itself an employer; and Vesting the proprietorship of industries in the workers. The other objectives are: turnover and absenteeism. To ensure workers participation in management of the company by giving them a fair say in decision-making and framing policies. To establish a proper channel of communication in management by securing the highest level of mutual understanding and goodwill between all sections in an industry. To avoid all forms of industrial conflicts so as to ensure industrial peace by providing better living and working standards for the workers. To bring about government control over such industrial relations are: The most important benefit of industrial relations is that this ensures continuity of production. This means, continuous employment for all from manager to workers. The resources are fully utilized, resulting in the maximum possible production. This means, continuous employment for all from manager to workers. The resources are fully utilized, resulting in the maximum possible production. industries; to other industries if the products are intermediaries or inputs; to exporters if these are export goods; to consumers and workers, if these are goods of mass consumption. Good industrial relation reduce the industrial disputes. Disputes are reflections of the failure of basic human urges or motivations to secure adequate satisfaction or expression which are fully cured by good industrial relations. Strikes, lockouts, go-slow tactics, gherao and grievances are some of the reflections of industrial unrest which do not spring up in an atmosphere of industrial peace. It helps promoting cooperation and increasing production. Healthy and good industrial relations improve the morale of the employees. Employees work with great zeal with the feeling in mind that the interest of employer and employees is one and the same, i.e. to increase production. Every worker feels that he is a co-owner of the gains of industry are not for him along but they should be shared equally and generously with his workers. In other words, complete unity of thought and action is the main achievement of industrial peace. It increases the place of workers in the society and their ego is satisfied. It naturally affects production because mighty co-operative efforts alone can produce great results. The main object of industrial relation is a complete mental revolution of workers and employees. The industrial peace lies ultimately in a transformed outlook on the part of both. It is the business of leadership in the ranks of workers, employees and Government to work out a new relationship in consonance with a spirit of true democracy. Both should think themselves as partners of the industry and the role of workers in such a partnership should be recognized. On the other hand, workers must recognize employers authority. New programmes for workers development are introduced in an atmosphere of peace such as training facilities, labor welfare fa lower costs. Good industrial relations are maintained on the basis of cooperation and recognition of each other. It will help increase production. Economic CausesPolitical Ca labour. Unauthorized deductions from wages, lack of fringe benefits, absence of promotional opportunities, dissatisfaction with job evaluation system, dilution of supervision and command, non-recognition of trade unions, unfair practices, violation of collective agreements and standing orders and labour laws are the organisational causes of poor relations in industry. Uninteresting nature of work is the main social cause. Factory system and specialisation have made worker a subordinate to the machine. Worker has lost sense of pride and satisfaction in the job. Tensions and conflicts in society break up of joint family system, growing intolerance have also led to poor employee relations. Dissatisfaction with job and personal life culminates into industrial conflicts Lack of job security, poor organisational culture, non-recognition of merit and performance, authoritative administration and poor interpersonal relations are the psychological reasons for unsatisfactory employer-employee relations. The unions, multiple Relation produces adverse effects on the economic life of the country. We may enumerate the ill-effects of poor Industrial Relations as under: Multiplier effects: Modern industry and modern economy both are interdependent. Hence although the direct loss caused due to industrial conflict in any one plant may not be very great, the total loss caused due to its multipliers effect on the total economy is always very great. Low Morale and motivation: Poor Industrial Relations adversely affect the normal tempo of work so that work far below the optimum level. Costs build up. Absenteeism and labour turnover increase. Plants discipline breaks down and both the quality and quality of production suffer. Resistance of change: Dynamic industrial situation calls for change more or less continuously. Methods have to be improved. Economics have to be im conflict. Frustration and social cost: Every man comes to the workplace not only to earn a living. He wants to satisfy his social and egoistic needs also. When he finds difficulty in satisfying these needs he feels frustrated. Poor Industrial Relations take a heavy toll in terms of human frustration. They reduce cordiality and aggravate social tension Industrial relations system is a sub-system of the wider society or the total social system. It is a mixture of traditions, customs, actions, reactions and interactions structure. It may be conceived at different levels- workplace, industrial, regional or national. It basically consists of totality of power interactions of participants management and trade union at a workplace. There has been comprehensive research made by different industrial relations system to their specific Bureaucratic System.(viii) The Mobilising System.(ix) The Socialist System.Robert Dubin is regarded as the harbinger of the system approach to industrial conflict. He used inter-group (union and management) power interaction concept of industrial relations. He found inverse relationship between union militancy and the range of bargaining issues. Kenneth Walker developed a multi-dimensional model of industrial relations system. He found inverse relations system. He suggested a more adequate model to consider human being as:(i) Calculating and emotional.(ii) Co-operative and conflicting.(iii) Expressive and instrumental.Richard Peterson presented industrial relations model from managerial point of view. He explicitly relied on the system approach for building a system model for industrial relation as a function of the organisation. Among the various models developed by a number of writers, to study industrial relations as a system, the most outstanding has been the contribution made by Prof. John T. Dunlop of Harvard University. He presented and analytical framework of industrial relations in his book titled Industrial Relations System (1958). He broadened the concept of industrial relations from collective bargaining to the full spectrum of present day industrial relations. He attempted to develop a pioneering model of industrial relations with a set of analytical tools. According to Prof. Dunlop, An industrial relations framework is designed to be applicable at once to three broad areas of industrial relations experience, namely:(i) Industrial relations within a country as whole and a comparison among countries.(iii) Industrial relations as a totality in the course of economic development. Flanders, the exponent of this approach, considered industrial relations system as a study of the institutions of job regulation was categorised by him as internal procedure of joint consultations, wage structure, grievance handling etc. Trade unions were considered as external regulation. The rules of the industrial relations system were determined through the rule making process of collective bargaining as per this approach is considered as a political institution involving power relations system. Collective bargaining was considered as apex to the industrial relations system were determined through the rule making process of collective bargaining was considered as apex to the industrial relations system. employees. The Industrial Sociology Approach: An industrial sociologist, G. Margerison, holds the view that the core of industrial relations is the nature and development of the conflict itself. Margerison developed two conceptual levels of industrial relations is the nature and development of the conflict itself. Margerison developed two conceptual levels of industrial relations is the nature and development of the conflict itself. types of conflicts- distributive, structural and human relations. The major causes of such conflicts are related to job contentment, work task and technology. To resolve the conflicts, Margerison suggested collective bargaining, human-relations management analysis and structural analysis of socio-technical systems. At the second level i.e., outside the firm, the main concern is with the conflicts not resolved at intra-organisational level. Beside this in an industry consists of a group of employees coming from different attributes, such as; personality, educational background, emotions, sentiments, likes dislikes, ideologies, attitudes and behaviour. These all traits of a human personality create problems of conflicts and competition among members of industrial relations. The impact of industrial relations by these social factors cannot be ignored. Social factors like workers attitude, perceptions of the society, value system, customs, traditions, acceptance or resistance to change and ones degree of tolerance have got a direct impact on industrial relations. Industrial relations are being affected by social factors or consequences like:(i) Urbanisation.(ii) Social mobility.(iii) Housing and Transport Problems.(iv) Disintegration of family structure.(v) Stress and strain.(vi) Gambling, drinking, prostitutions and other social evils. Industrial relations have changed with the change in society. The industrial worker which had migratory character has now stabilized in industrial centres and has got an urban taste. The social action model has its origin in Weberian sociology. The social approach stresses the way in which an individual influences the society. This approach attempts to study the behavioural influences the society. This approach attempts to study the behavioural influences the society. This approach attempts to study the behavioural influences the society. This approach attempts to study the behavioural influences the society. pattern emerge which provides new behavioural pattern and new techniques of handling human resources. Industrial relations. There may not be strikes for a long time in an industrial relations. There may not be strikes for a long time in an industrial relations. industrial relations. New values have been added about the role of industry and unions in modern society. The role of the State and political parties have also been redefined in the light of these changes. These social actions changes the inter-relationship between the interest groups. These actions are the basis for conflicts or consensus. The Psychological Approach: Mason Haire has given the psychological approach to industrial relations. According to him, the perceptions of the management, unions and the workers. These perceptions may be about the person, the situation or the issues involved in the conflict. The perceptions of management and the trade union may differ because the same position may appear entirely different to the other party. Some aspects of the situation may be magnified or suppressed or distorted by either party. Hence conflicts and clashes may arise. The amount of satisfaction the workers get from this job depends upon many factors like the nature of his work, his job depends upon many factors like the nature of his work, his job depends upon many factors like the nature of his work, his job depends upon many factors like the nature of his work, his job depends upon many factors like the nature of his work, his job depends upon many factors like the nature of his work and clashes may arise. attitude towards work, working conditions, wages, job security relationship with the union and the behaviour of the boss etc. If the worker is not satisfied with the prevailing conditions, he may be dragged to dissatisfaction and frustrations get expressed in aggressive actions like strikes, arson, looting, destruction of property etc. Hence as per the psychological approach, industrial peace is the result of correct perceptions and attitudes of both the parties i.e., the management must accept the concept of collective bargaining in the organisation. (ii) The management must ensure that there is mutual trust and confidence between management and the trade union. (iii) Even the unions must fully accept the organisations as their private ownership and should do all possible things to enhance the goodwill and prosperity of the organisation. bargaining.(v) There must be constant consultation and information sharing between the management and the workers union.(vii) It must be ensured that the grievances are promptly settled at the level of plant/workshop.(viii) Management should not interfere in the internal matters of the union.(ix) The environmental factors do not by themselves bring peace but they create conditions to develop it, so it must never be ignored.(x) It must be understood that Industrial peace is the result mainly of attitudes of the two parties rather than any other external factors/forces. So all attempts should be made to keep the attitude highly positive and accommodative. The most important part of any organization is human being. Machine, material and money are secondary. Take care of your employees. They automatically take care of your employees. They automatically take care of your employees. for which he is entitled for. But when an employee is not provided a handsome package of financial and non-financial incentives and ill-will. The problem of industrial relation in an industry arises out of tension which is created because of employers pressure and deal with such situations. To avoid disputes, it is very essential to understand human behaviour which is pre-requisite for industrial peace. Management must learn and know the basic needs of the man and should always try to win the people. Because these are the employees who can run or ruin the business, They Can Make You or Can Break You. There are broadly two types of human needs: (i) Economic Needs: Which include basic needs for food, shelter and clothing for oneself and his dependent. These needs for feeds for security from life hazards and uncertainties created by new challenges and new relationships. These are deep rooted and psychological in nature which disturb an employees peace of mind. The human relations approach highlights certain policies and techniques to improve the morale, efficiency and job satisfaction of employees. The key to industrial peace lies with the quality of human relations in the industry. Human relations approach has its origin in the Hawthorne experiments and the research of ELTON Mayo. According to him, industrial conflicts are due to inadequate communications and lack of understanding of inter-personal factors like personality differences and irrational behaviour. An informal social climate should be created to provide workers with outlets for their emotions and unication can help both the parties to develop accurate perceptions and understand each others social, safety and psychological needs. In the words of Keith Davies, human relations are. The integration of people into a work situation that motivates them to work together productivity, co-operatively and with economic, psychological and social satisfactions. Mr. V.V. Girl who was Labour Minister and later became the President of India was strong supporter of collective bargaining and mutual negotiations for the settlement of industrial disputes. He was of this opinion that Voluntary efforts on the part of management and the trade union for winding up their differences is a tonic to the industry and every unit of the industry and every unit of the industry and every unit of the industry to settle differences from time to time with active encouragement of government but outside interference should not encroach the industrial peace. Giri Approach gave emphasis that industrial peace might be secured through machinery of collective bargaining. The trade unions should grow strong and self-reliant without the assistance of any outsider. There must be mutual settlement of disputes through collective bargaining and voluntary arbitration and not the compulsory adjudication. This approach gave emphasis that internal settlement should be preferred and compulsory adjudication should be taken up as the last resort and only in exceptional circumstances. In fact Giris approach was appreciated by some employers but trade unions and State Ministries opposed it due to different reasons like weak trade unions, irrational industrial strikes and unnecessary stoppage of work. Gandhiji has been one of the greatest labour leaders of modern India. He approached labour. He believed in trust, non-violence and non-possession. He had immense faith in the goodness of man and believed that many of the evils of the modern world have been brought about by wrong systems and not by wrong individuals. He insisted on recognising each individual worker as human being. Further, he realised that labour-management relations can be either a powerful stimulus to economic and social progress or an important factor in economic and social stagnation. The industrial peace is an essential condition not only for the improvement in the conditions of work and wages. Gandhiji advocated following rules to resolve industrial disputes:

(i) Workers should seek redressal of reasonable demands only through collective bargaining. (ii) Workers should avoid strikes, as far as possible, in industries of essential services. (iii) Strikes to be avoided and only resorted to as last measure, only non-violent methods should be used. (iv) Workers should take recourse to voluntary arbitration where direct settlement fails. (v) Trade unions should seek authority from all workers before organising a strike and remain peaceful and nonviolent during strikes.(vi) Formation of trade unions as the pre-requisites for healthy industrial relations. IR is dynamic in nature. The nature of IR can be seen as an outcome of complex set of transactions among the major players such as the employees, the trade union, and the state in a given socio-economic context. In a sense, change in the nature of IR has become sine quo non with change in the socio-economic context of a country. Keeping this fact in view, IR in India is presented under the following two sections: 1. IR during Pre-Independence 2. IR during Pre-Independence 2. IR during Pre-Independence 3. IR during Pre-Indep colonial model of industrial relations in pre-independent India. Then even union movement was an important part of the independence movement. However, the colonial dynamics of the union movement along with the aggressiveness of alien capital, the ambivalence of the native capital and the experience of the outside political leadership frustrated the process of building up of industrial relations institutions. Other factors like the ideology of Gandhian class harmony, late entry of leftists and the bourgeois character of congress also weakened the class approach to the Indian society and industrial conflict. Till the Second World War, the attitude of the colonial government toward industrial relations was a passive regulator only Because, it could provide, that too only after due pressure, the um of protective and regulative legal framework for industrial relations Trade Union Act 1926 (TL A) Trade Disputes Act 1929 (TDA). It was the economic emergence of the Second World War that altered the colonial governments attitude on industrial relations. The state intervention began in the form of introduction of several war time measures, viz. the Defense of India Rules (Rule 81- A), National Service (Technical Personnel) Ordinance, and the Essential Service (Maintenance) Ordinance As such in a marked contrast to its earlier stance, the colonial government imposed extensive and pervasive controls on industrial relations by the closing years of its era-. Statutory regulation of industrial relations was on plank of its labour policy. The joint consultative institutions were established primarily to arrive at uniform and agreeable labour policy. The salient features of the colonial model of IR can be summarized as close association between political and trade union movement, dominance of outsiders in the union movement, state intervention and federal and tripartite consultations. The eve of Independence witnessed several instances that served as threshold plank for IR during post Independence era. The prominent instances to mention are passing of Indian Trade Unions (Amendment) Act, 1947, Industrial Employment (Standing Orders) Act 1946, Bombay Industrial Relations Act, 1946, and Industrial Disputes Act, 1947 and split in AITUC and formation of INTUC. 2. IR During Post-Independence: Though Industrial Disputes Act, 1947 and split in AITUC and formation of INTUC. 2. IR During Post-Independence: Though Industrial Disputes Act, 1947 and split in AITUC and formation of INTUC. 3. 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IR During Post-Independence: Though Industrial Disputes Act, 1948 and split in AITUC remained in practice for sometimes due to various reasons like the social, political and economic implications of partition, social tension, continuing industrial unrest, communist insurgency, conflict, and competition in the trade union movement. In the process of consultation and confrontation, gradually the structure of the industrial relations system (IRS) evolved. State intervention in the IRS was a part of the interventionist approach to the management of industrial economy. Several considerations like unequal distribution with economic planning etc. provided moral justification for retaining state intervention in the IRS. State intervention in the IRS is logical also when the state holds large stakes in the industrial sector of the economy. However state intervention and collective bargaining were considered as complementary to each other. Gradually, various tripartite and bipartite institutions were introduced to supplement the state intervention in the IRS. The tripartite process was considered as an important instrument of involving participation of pressure groups in the state managed system. Non formal ways were evolved to do what the formal system did not legistate, for one reason or other. The political and economic forces in the mid 1960s aggravated industrial conflict and rendered non-formal system, National Commission on Labour (NCL) was appointed in 1966. Now the focus of restructuring shifted from political to intellectual. However, yet another opportunity was lost when there was an impasse on the NCL recommendations in 1972. The Janta Government in 1978 made, of course, a half-hearted attempt to reform industrial relations. Unfortunately, the attempt met with strong opposition from all unions. The BMS, for example, termed it as a piece of anti-labour, authoritarian and dangerous legislation. Several committees were appointed to suggest measures for reforming die IRS. In the process, tripartism was revived in 1980s. Government passed the Trade unions and the Industrial Disputes (Amendment) Bill, 1988. But, it also proved yet another legislative disaster. The bill was severely criticised by the left parties. It was even viewed by some as a deliberate attempt to destroy autonomous; organised or militant trade union movement. In consequence, the tripartite deliberations held at the ILC in 1990 decided three measures to reform IR in India: (i) To constitute a bipartite committee of employers and unions to formulate proposals for a comprehensive legislation; (ii) To withdraw the Trade Union and the Industrial Disputes (Amendment) Bill, 1988 (iii) To consider the possibility of formulating a bill on Workers, another bipartite committee was constituted to recommend changes in the TU and ID Acts. The government introduced a Bill on Workers, Participation in Management in Parliament in 1990 Thus, the striking feature of the history of IR in India is marked by new challenges like emergence of a new breed of employees (popularly termed as knowledge workers), failure of trade union leadership, economic impact, and employers insufficient response.