

Faculty-Dr.S.Mirza
Paper-HC-02

Meaning of Industrial Dispute

Industrial dispute means any dispute of difference between employees and employers or between employers and workmen or between workmen and workmen, which is connected with the employment or non-employment of the terms of employment or the conditions of work of any person (The industrial Disputes Act 1947, Section 2K).

Every human being (say a labour) has certain requirements/needs e.g., economic needs, social needs, security requirements. When these requirements do not get satisfied, there arises a conflict between the worker and the capitalist/employer.

The industrial disputes are of two types i.e., individual disputes and collective disputes. The individual disputes may be disputes such as reinstatement, compensation for wrong termination etc. Disputes relating to wages, bonus, profit sharing hours of work etc. are collective disputes.

Causes of Industrial Disputes:

The common causes of industrial disputes are as follows:

Psychological Causes:

- (i) Authoritarian leadership (nature of administration).
- (ii) Clash of personalities.
- (iii) Difficulty in adjusting in given conditions or with each other (employee and employer).
- (iv) Strict discipline.
- (v) Demand for self-respect and recognition by workers.

Institutional Causes:

- (i) Non recognition of trade/labour union by the management.
- (ii) Matters of collective bargaining.

- (iii) Unfair conditions and practices.
- (iv) Pressure on workers to avoid participation in trade unions.

Economic Causes:

- (a) Terms and conditions of employment.
 - (i) More work hours.
 - (ii) Working in night shifts.
 - (iii) Disputes on promotions, layoff, retrenchment and dismissal etc.
- (b) Working conditions.
 - (i) Working conditions such as too hot, too cold, dusty, noisy etc.
 - (ii) Improper plant and work place layout.
 - (iii) Frequent product design changes etc.
- (c) Wages and other benefits.
 - (i) Inadequate wages.
 - (ii) Poor fringe benefits.
 - (iii) No bonus or other incentives etc.

Denial of Legal and other Right of Workers:

- (i) Violation of already made agreements i.e., between employees and employers.
- (ii) Proceeding against labour laws and regulations.