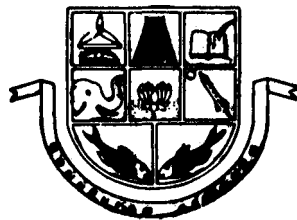


**A Study on the Conditions and Attitudes of
Workers During Lock-out and After
with Special Reference to
Radhakrishna Mills Ltd.
Peelamedu, Coimbatore-641 004**

PROJECT REPORT

Submitted by
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A Project Report Submitted to the
Madurai Kamaraj University (Distance Education) Palkalai Nagar, Madurai-21
in Partial Fulfilment of the Requirements for the Post Graduate Degree of
MASTER OF LABOUR MANAGEMENT



DEPARTMENT OF LABOUR MANAGEMENT
(DISTANCE EDUCATION)
MADURAI KAMARAJ UNIVERSITY
PALKALAI NAGAR, MADURAI-625 021

APRIL 1999

**DEPARTMENT OF LABOUR MANAGEMENT
MADURAI KAMARAJ UNIVERSITY
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During this period, he has shown keen interest in collecting the data and interviewing the respondents.

S. ஜேக்கப், (செயலாளர்)
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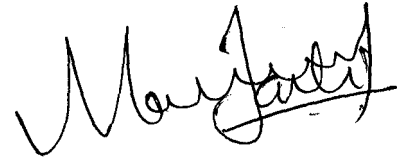
SECRETARY

DECLARATION

I hereby declare that this study was conducted by me during 1998-99.
No part of this study is either published or submitted elsewhere for any
examination.

Date : 06/05/99

Place : COIMBATORE

A handwritten signature in black ink, appearing to read 'Manoj Jaikrishnan', with a stylized, cursive script.

(B. MANOJ JAIKRISHNAN)

ACKNOWLEDGEMENT

ACKNOWLEDGEMENT

With a profound sense of gratitude I wish to express my sincere thanks to **Mr.G.JAGADEESAN**, Lecturer cum Faculty Guide, Department of Labour Management, Madurai Kamaraj University (Distance Education) in completing the Post – Graduate Degree Course.

I would like to take this oppourtunity to express my deep sense of gratitude to **Mr.D.BALAKRISHNAN**, Personal Officer, Universal Heat Exchangers (P) Ltd., Coimbatore – 641 021 for his kind help and encouragement throughout this project.

I express my thanks to trade union officials of Coimbatore with special reference to **Thiru K.VENUGOPAL**, Secretary – C.I.T.U., for having given me necessary information required for this study and all the respondents for their kind co-operation to carry out this project work. I owe my indebtedness to **Mr.P.S.KRISHNAN**, **Mr.S.JACOB** and **Mr.S.DEVARAJ**, who helped me in the data collection.

It gives me an immense pleasure to extend my gratitude to **Mr.S.MARTIN**, **Mr.V.JANARDHANAN** and my family who helped me in completing this project work.

B. MANOJ JAIKRISHNAN

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INTRODUCTION

INTRODUCTION

Industrial disputes are the characteristic social cum economic problems of an industrial society. They reflect abnormally inhuman relationship and inflict injurious results on the employer-employee relationship and obstruct economic progress. The indirect loss of industrial disputes are probably greater than direct losses. Serious disorders and the use of violence often accompany strikes and lock-outs and tend to alienate public sympathy. Apart from destruction of life and property and destruction of social organisation, these strikes and lock-outs impair the economic life of the society. The social and economic problems that the people face during such crisis has been proposed and tried to answer in this project.

The aim of this project is direct and simple It is a simple and practical project explaining the various difficulties faced by the workmen during the period of industrial crisis.

GENSIS OF INDUSTRIAL CONFLICTS

Modern industrialism has been an unmixed blessing. It has to bridge the gulf between management and workmen because of workers ownership as means of production has been shortened. Power has been concentrated in the hands of few entrepreneurs, while the majority has been relegated to the insignificant

position of mere wage earners. The workers have come only by collective and concentrated action; while employers are aware of the fact that they can resist these demands, this contradiction or refusal has often led to dissatisfaction on the part of the workers, to their distress, and even to violent activity on their part, which have obstructed production and harmed the workers, the employers and the nation as a whole.

‘Conflicts of interest’ of management and labour in the issue of capitalistic form of economic organisation, wherein the ambitions of the parties involved are unlimited and the means to gratify them are limited and the end product is the antagonism between the two parties. The aim of the management is profit maximizing, on the other hand the workers expect and demand more wages, security of employment, improvement in their status, for which the management has to sacrifice a part of their profits.

Profit maximisation may require autocratic or authoritarian administration of the enterprise, whereas workers demand a democratic form of administration. Hence the very fact of the existence of the wide cleft of authority between the ‘hands that produce’ and the ‘hands that control the means of production’ become a source of conflict between management and labour.

EMERGENCE OF STRIKES AND LOCK-OUTS :

Prior to 1918-1919, a strike was a rare occurrence in an Indian industry. Strike took place occasionally on the railways and in other branches of industry; but to the major industrial workers strikes were probably unknown, lacking leadership and organisation, and deeply imbued with a passive outlook on life were attributed to this; the vast majority of the workers regarded the return to the village as the only alternative the endurance of hard condition in the industry. There was an immediate change after the end of the first world war (1920-21). Industrial strike became almost general in the organised sector. The main cause is the realisation of the potentialities of a strike in the existing situation. This was assisted by the emergence of trade union organisation, by the education that the war had given to the masses and by the scarcity of labour arising from the expansion of industry and aggravated by the epidemics of influenza. Since that date strikes have become a companion of Indian industries.

STRIKING FEATURES OF INDUSTRIAL CONFLICTS

Many of the present day conflict are totally devoid of cost benefit consciousness on the part of labour, the issue raised by strikes and quantitative benefits as against by cost to labour show a lack of proportion to the disadvantage of labour.

Another significant scene in those conflicts is the frequency with which the management met labour pressures by its pressure of lock-out.

Most of the strikes are 'Political Strikes' (i.e.) they are not caused by industrial disputes. A single day bandh may cause a loss of nearly one million man days in an industrilised state like Tamilnadu.

Another significant fact is that lock-outs account for a sizable amount of man days lost. Such lock-outs may be due to :

- a) Employers reaction to turbulent industrial situation erupting in gheraos, violence characterized by destruction of properties, burning of vehicles etc.,
- b) A habitual reaction of traditional of authoritarian style of management of labour intransigence (i.e) with a view of teaching labour a lesson by withholding employment.
- c) The average duration of lock-out is much larger than that of strike. Lock-out is represented as employer's resistance and in India the employer has more resources to ride out the period of stoppage.

IMPACT OF INDUSTRIAL DISPUTES

Consequences of industrial disputes are very far-reaching, for they disturb the socio-economic and political life of country. They are not less than 'war'.

The industrial disputes results in huge wastage of mandays and affects production. A strike in a public utility service disorganises the entire public life and throws the economy out of gear; and the consumers are subjected to untold hardships.

The employer is also subjected to heavy losses not only through shortage of production, but also through decreases in sales and loss of market, huge expenditure incurred for crushing down the strike, maintaining police force and guards, organising counter demonstrations, creating company unions and undertaking crooked action against the workers and utilisation of the machinery. Besides the loss of mental peace, respect and status in society, it is beyond estimation in term of money.

The public too is not spared, Industrial disputes, law and order problem necessitating increased vigilance on the part of the state, causing additional expenditure out of public exchequer. Further even when the disputes are settled, strife and bitterness continue to linger, endangering happy social relations, thus the strikes and lock-outs are a great menace to public safety. They infringe upon property right and become malacious in their effect, if not in their purpose, and they are regarded as a war or at any rate a blockade.

CHART – I
WORK STOPPAGE DUE TO STRIKES AND LOCK-OUTS
IN OUR COUNTRY

(Fig. In Millions)

Period	Average Annual loss of mandays due to strikes & Lock -outs
1961-65	5.6
1966-70	17.7
1971-75	24.0
1976-80	26.4
1981-85	48.6
1986-90	31.7

Source : Indian Labour Journal, Feb.1995

The period of 1981-85 was the most turbulent primarily because of the Bombay textile strike in 1982 and 1983. No other strike has inflicted greater damage on Indian economy. India loses about 0.8% of its GDP in the manufacturing sector due to strikes and lock-outs. This ratio is about the highest in the world.

CHART - II**NUMBER OF LOCK-OUTS, WORKERS INVOLVED AND MANDAYS LOST**

Year	Number of Lock-outs	Number of Workers involved	Number of mandays lost (Fig in Lakhs)
1961	117	79.529	19.50
1962	93	130.449	10.62
1963	107	72.120	10.40
1964	170	127.050	20.01
1965	138	101.798	18.53
1966	203	147.832	34.69
1967	382	150.729	65.83
1968	325	204.302	61.66
1969	283	139.923	35.71
1970	298	276.222	58.14
1971	386	138.937	47.43
1972	412	262.081	67.96
1973	412	187.396	67.64
1974	428	144.785	61.69
1975	299	111.673	51.95
1976	218	186.000	99.47
1977	426	287.000	119.11
1978	425	226.000	129.17
1979	339	159.000	80.50
1980	355	239.482	99.07

NUMBER OF LOCK-OUTS WOKERS INVOLVED AND MANDAYS LOST

(Fig. In Lakhs)

Year	Number of Lock-outs	Number of Workers involved	Number of mandays lost
1981	344	327.027	153.77
1982	454	278.000	225.02
1983	495	294.000	219.37
1987	451	275.000	213.32
1988	441	254.000	214.17
1989	389	206.000	219.68
1990	366	206.000	134.46
1991	532	470.000	140.00
1992	703	485.000	161.27

Source : Various issues of the Pocket Book of Labour Statistics

CHART - III**TREND OF INDUSTRIAL DISPUTES IN INDIA FROM 1947-1993**

Year	Number of Disputes	Number of Workers involved	Number of mandays lost (Fig. In Lakhs)
1947	1,811	18.40	165.00
1948	1,259	10.59	78.00
1949	920	6.85	66.00
1950	814	7.20	128.00
1951	1,071	6.64	38.00
1952	963	8.09	33.00
1953	772	4.67	34.00
1954	840	4.77	34.00
1955	1,166	5.28	56.00
1956	1,203	7.15	69.00
1957	1,630	8.89	64.00
1958	1,524	9.29	78.00
1959	1,531	6.94	56.00
1960	1,583	9.86	65.00
1961	1,357	5.17	49.20
1962	1,491	7.05	61.00
1963	1,471	5.63	32.00

TREND OF INDUSTRIAL DISPUTES IN INDIA

(Figures in Lakhs)

Year	Number of Disputes	Number of Workers involved	Number of mandays lost
1964	2,151	10.03	77.00
1965	1,835	9.91	64.00
1966	2,556	14.10	138.50
1967	2,815	14.90	171.00
1968	2,776	16.69	172.40
1969	2,627	18.26	190.00
1970	2,889	18.28	205.00
1971	2,747	16.15	165.46
1972	3,243	17.36	205.50
1973	3,370	25.45	206.30
1974	2,303	27.10	40.26
1975	1,943	10.33	21.90
1976	1,459	7.41	12.74
1977	3,117	21.90	25.32
1978	3,187	19.16	28.34
1979	3,048	28.73	43.85
1980	2,191	11.35	21.91

NUMBER OF INDUSTRIAL DISPUTES IN INDIA

(Fig. In Thousnads)

Year	Number of Lock-outs	Number of Workers involved	Number of mandays lost
1981	2,589	1.588	36.584
1982*	2,483	1.469	74.615
1983*	2,488	1.460	46.859
1984	2,094	1.949	56.025
1985	1,755	1.079	29,239
1986	1,892	1.644	32.748
1987	1,799	1.770	35.358
1988	1.745	1.191	33.947
1989	1.786	1.364	32.663
1990	1.825	1.308	24.086
1991	1.810	1.342	26.428
1992	1.714	1.252	31.259
1993	1.393	954	20.300

* Including Bombay Textile Strike

Source : Various issues of the Pocket Book of Labour Statistics
and Indian labour journal

CHART – IV

MANDAYS LOST DUE TO INDUSTRIAL DISPUTES IN TAMILNADU

(Fig. In Thousands)

Year	No. of Mandays Lost	Year	No. of Mandays Lost
1961	175	1979	3.405
1966	678	1980	3.707
1969	602	1981	4.155
1970	678	1982	1.999
1971	1,903	1985	3.599
1972	4,494	1986	3.591
1973	2,270	1987	3.305
1974	3,186	1988	1984
1975*	292	1989	1.875
1976*	1.076	1990	2.626
1977	2.911	1991	7.260
1978	2.365	1991	2.868

* Year of Emergency

Source : Various issues of pocket book of
labour statistics.

CONDITION OF WORKERS DURING INDUSTRIAL DISPUTES :

During industrial disputes, workers find it very difficult to maintain themselves, there is hardly any union in India that can afford to pay its members. Some of the better organised unions undertake to provide a little temporary benefit to individual members who have been victimised during a dispute, either by giving them a lumpsum or by giving them money every month until they can find employment elsewhere.

It is during these long disputes, sometimes running into months, a certain amount as relief may come from outside (i.e.,) from other workers organisations in India or abroad, or from employers in other countries. All these are but inadequate and even negligible, when the number involved and their families are taken into account. During these days the workers curtail their expenditure on drinks and drugs. Great economy is shown in food. Some of them find odd occupations in the neighbourhood and earn a scanty and precarious livelihood. But as against this, there is invisible pressure of the police and the employers trouble the workers in a variety of ways. When a strike occurs if condition of industry are such that prolonged cessation of work could inflict heavy losses on the employer, there is, after an initial display of stubbornness and resentment, an inclination on their part to come to terms. In such cases, the dispute is comparatively short lived.

Strikes and lock-outs in India spread over two or even more months. The first few days are comparatively easy to pass the pressure of hunger. The first signs of strain begin to manifest themselves for a fortnight. Daily meetings gradually tend to lose their interest, the attention of the police are apt to become increasingly uncomfortable and the shopkeepers hesitate to supply food stuff on credit. Another device is to play on caste or religious feelings in order to break the workers solidarity.

The employers on their part, declare lock-outs in anticipation of strikes. Then the workers are harassed and frightened by private guards and rowdies recruited by the employer. The labour leaders are insulted and pickets of workers posts at the mill gates are forcibly removed and the meetings of the workers are not allowed to held in the mill surroundings.

The workers involved in strikes are dismissed and those occupying the houses built by the employers are ordered to be vacated or their things are forcibly removed from their houses. The supply of water and electric power is stopped and hospitals and dispensaries are closed for them.

NEED FOR INDUSTRIAL PEACE :

What ever be the reasons, it is recognised on all hands that industrial disputes are a great menace to the industry and the society. During the period of strike , fascist violent tendencies increases, such as holding gate meetings, rowdy demonstration, procession with abusive slogans, gheraos of the management personnel, attacking non-unionised workers, spreading rumours about employers etc.

Such state of affairs lead to grave industrial and social dislocation and, therefore there arised a need for preserving industrial peace. The proper development of 'industrial peace' demands a suitable background of happy industrial relation. This is marked by such standards by the states, the desire for employer to bargain on equal terms with his employees, anxiety on the part of employers on the welfare of their employees, and genuine sympathy of the general public. All these cannot be registered by mere degree or command. Recognition by both labour and capital of its responsibility to get along together without government intervention is of over riding importance.

It requires a realisation of the fact on the part of employer that "Labour is not a commodity to be sold and purchased. The labour remains a human being first and last" – I.L.O. The problem of industrial conflict arises when this fact is neglected.

Therefore, the keynote of industrial peace is the co-operation between the employers and the employees. Until the spirit of partnership becomes the spirit of industrial relation, conflict will be there which will obscure co-operation towards better productivity. This co-operation may take various forms and may be organised at various levels.

LOCK-OUT

Sec.2(1) of the Industrial Disputes Act 1947 defines the term 'LOCK OUT'. It means temporary closing of a place of employment, or the suspension of work, or the refusal by employer to continue to employ any number of persons employed by him.

Lock-out is generally used as a weapon by an employer to coerce the workmen to accept his proposal or for victimising the workmen. The supreme court has described the lock-out as the antithesis of strike.

LOCK-OUT Vs. STRIKE

In the constant tussle between employees and employer, 'strike' is the weapon in the hands of the former and 'lock-out' in the hands of the latter.

Strike means cessation of work by employees of an industry acting in combination, or a concerted refusal to work or accept employment with a common understanding among the employees. Lock-out is a temporary closure of the place of business or the place of employment and not the closure of the business itself.

Strike is caused by the existence of an industrial dispute and lock-out is caused by the existence or apprehension of an industrial dispute.

LOCK-OUT DISTINGUISHED FROM CLOSURE :

Lock-out is different from the discontinuance of a business occasionally. Lock-out does not mean closing down of business. It means only closing down of a place of business, suspension of work not a discontinuance of the carrying on the business. It is the refusal by an employer to continue to employ any number of persons employed to carry on any longer his business. In the case of closure, the causes are more or less permanent or lasting. If an employer shuts his work because he cannot, for instance, get the raw material or the fuel or the power which is necessary to carry on his undertaking or because he is unable to sell the goods he has produced or because his credit is exhausted, that would not be a lock-out but a closure.

NATURE OF LOCK-OUT

Lock-out as said earlier does not mean closing down the business. It only means suspension of work and not a discontinuance of the carrying on the business. It is a refusal to continue the employment of persons and not a refusal to carry on business.

Hence lock-out implies either the closing of the place of employment, suspension of work or refusal by an employer to continue to employ any number of persons employed by him. Lock-out is the counterpart of strike.

INDIAN ECONOMY AND THE RIGHT TO LOCK-OUT:

Lock out is an economic problem which is at present most urgent and of pressing importance. The country seems to be in a grip of industrial unrest and it is right time to take stock of the situations and seriously ponder over the proposition whether India, a developing country can afford the luxury of allowing management to lock-out.

No doubt lock-out is a legitimate weapon in the armory of the management. It should be used as a last resort when other avenues of settlement of industrial disputes have proved futile. It would be worthwhile to quote the strong deprecation by the "LABOUR APPELLATE TRIBUNAL" on lock-out. "It is well recognised that the use of weapon of lock-out which is now regarded as a legitimate weapon in the armoury of management is likely to lead to serious consequences which may adversely affect not only the particular industry concerned, including labour, but also the interests of the country, and in this respect, it makes no difference to the danger involved, whether the lock-out resorted to, is technically rendered, illegal by law or otherwise".

IMPORTANCE OF INDUSTRIAL RELATIONS

Industrial relations constitute one of the most delicate and complex problems of modern industrial society career patterns have changed with large number of men, and women have concentrated in few urban areas. The working organisation in which they are employed have become larger. With a raise in the

overall status of these workers they have started bargaining their demands collectively and in a concentrated way. The employers bargaining association, to give a tough fight to each other and establish their powers.

The government played a growing role in industrial relation, in part by becoming an employer to millions of workers and in part by regulating working conditions in private employment. Besides rapid changes in techniques and methods of production, technological advancement have made employment relation more complex.

The maintenance of good relations between the workers and the management is the very basis on which the development of industrial democracy depends. It, in turn seeks to gain co-operation of the two partners in industry in the field of production and promotes industrial peace. The healthy and orderly industrial relations in an enterprise generates attitude which give birth to progress and stabilize democratic institutions.

The unions are also involved in industrial relations. It is through stability that they obtain for the work force more benefits. The government would like stable relations to prevail both for better production and for easier law and order.

THREE FACTORS AND THEIR ROLE IN INDUSTRIAL RELATIONS

Industrial societies necessarily create industrial relations, defined as the complex of inter-relations, among workers, management and the government consequently. There have been rightly recognised, three major variables (participants or actors) in every industrial relations, namely, the workers and their organisations; the management; and the government.

- a) **WORKERS AND THEIR ORGANISATION** : Emphasis here is laid on personal characteristics of workers, his cultural and educational attainment, qualifications, skills and attitudes towards work etc.
- b) **MANAGEMENT** : Emphasis here is placed on work group teams, their size, composition, and extent of specialisation they impose. Provision is made for internal communication, structure of status and authority and such ancillary organisations as union and employer's association.
- c) **GOVERNMENT** : Emphasis here is laid on the role of responsibility of the government agencies, extent of public intervention, assistance, regulation in relation to working conditions and work community.

Every industrial system thus creates complex of regulation to govern 'Work Place' and 'work Community'. These rules take variety of forms in different systems like laws, rules and regulations, agreements and regulation of courts,

committees or tribunals, usages, customs and traditions, government policies and government interference through executive and judicial machinery.

JUSTIFICATION FOR THE STUDY

There are lot of incidents of lock-out in Tamilnadu. Informal discussions with the workers has revealed that lock-outs have made disruption in the family life, personal hardships, mental agony, tortures and tension among workers and even it has gone to such an extent that some workers have committed suicide due to acute financial crisis. Not much light has been thrown on this aspect so far and this aspect was not given importance as a social problem. Apart from affecting production, they have resulted in short term and long term unemployment which is already a menace to our country. This has also led to exploitation of labour and has drastically affected, this aspect was not given importance as an social problem. Apart from affecting production, they have resulted in short term and long term unemployment which is already a menace to our country. This has also led to exploitation of labour and has drastically affected the aspect of industrial relations in our country. So the investigator has been motivated to study the conditions of workers during the period of lock-out and after.

METHODOLOGY

METHODOLOGY

AIMS AND OBJECTIVES OF THE STUDY

- 1) To highlight the socio-economic and psychological conditions of worker's life during lock-out.
- 2) To know about the attitudes of workers during lock-out.
- 3) To study the suffering of workers during industrial disputes.
- 4) To analyse the impact of lock-out on labour management relations.
- 5) To suggest methods to lift out lock-out and to create a better labour management relationships and also to high light the suggestion of the workers.

RESEARCH DESIGN :-

The study has to portray accurately the characteristics of a particular group of individual such as their sufferings characteristic attitudes on various aspects. So the design in descriptive.

UNIVERSE AND SAMPLE

The researcher conducted his study among the workers of Radhakrishna Mills Ltd. Peelamedu, Coimbatore, which employs about 1350 workers and was locked out form 10th August 1986. It is under the liquidation by the Madras High Court from 3rd July 1987. So it is practically impossible to meet all the 1350 workers. The investigator felt that it was difficult to interview all the respondents during lock-out. The sample selected by the investigator was accidental sample technique.

The finalised interview schedule was administrated on 50 workers of the mills who are residing in and around the quarters of the Radhakrishna Mills. The investigator did not take note as what union the respondent belonged or which department he worked. This is because or which department he worked, this is because of the fact that the problems of workers during lockout will not depend upon his union membership or the department in which he worked.

DATA COLLECTION AND ANALYSIS OF DATA

The finalised interview schedule was administrated on 50 workers who were selected at random for study. The data collection was done for a week.

The researcher interviewed the workers at various tea and coffee bars, various trade union offices near the mills. In addition to this, he met some of the workers at their residence too. It took around twenty minutes to interview each respondent.

The researcher after collecting of the required data transferred the information into a separate sheet where all the responses to the respective questions were coded. The coded responses were represented in the form of tables.

TOOLS OF DATA COLLECTION

The investigator administrated the interview schedule for the purpose of data collection. It was decided to interview the respondents personally and gather information. The adopted interview schedule consists of the following.

- 1) Personal Data
- 2) Family Data
- 3) Economic condition during lock-out
- 4) Views on industrial relations and
- 5) Suggestions

PRETEST

Pretest of the interview schedule was carried out before data collection for this the researcher approached some of the respondents to know whether the respondents could understand the interview schedule to find out whether they had any reservations in answering any questions. It was also to get an insight of whether any modification could be made in the interview schedule. After pretest, the interview schedule was formally finalised.

PROBLEMS FACED DURING DATA COLLECTION

1. As the mill is closed, the researcher had to meet the respondents at various places like tea and coffee bars, shops, trade union offices and at their residence etc.

2. The interview schedule is based on the personal data, family data, personal views on trade unions and the management, some of the respondents were very reluctant to give details. Hence the researcher had to take a little pain in convincing the respondents to get their report.
3. In addition to this there was a lot of hesitation on the part of the respondents. It was only after creating an atmosphere of confidence, they were willing to give all the required information to the researcher.

LIMITATIONS OF THE STUDY

This project has been carried out to study the reaction of workers towards lock-out. An attempt is made to find out the social, economical and psychological conditions of workers during industrial disputes. However, this study is limited to the workers towards lock-out and after.

This study is limited to the workers of Radhakrishna Mills and among them only a limited sample of workers are interviewed.

It is also noted that respondents residing in various places of Coimbatore, workers of other districts in Tamilnadu were not considered for this study. Therefore generalisation of this study is not possible.

ANALYSIS AND INTERPRETATION

TABLE – 1
AGE OF THE RESPONDENTS

S. No.	Age Group	No of Respondents	Percentage
1.	30 – 39	5	10
2.	40 – 49	6	12
3.	50 – 59	22	44
4.	60 and above	17	34
	Total	50	100

From the above table, it is clear that 10 percent of the respondents belong to the age group 30-39 years, 12 percent are in the groups of 40-49 years, 44 percent are in the group of 50-59 years and 34 percent of the respondents fall in the age group of 60 years above.

TABLE – 2**EDUCATIONAL STATUS OF THE RESPONDENTS**

S. No.	Educational Status	No of Respondents	Percentage
1.	Illiterate	4	8
2.	Elementary School	16	32
3.	High School	29	58
4.	Intermediate	1	2
	Total	50	100

The table given above shows that 92 percent of the respondents are literate and only 8 percent are illiterate. 32 percent of them have studied in elementary schools. 58 percent of them have high school education and 2 percent have attended college but discontinued the course

TABLE – 3

MOTHER TONGUE OF THE RESPONDENTS

S. No.	Mother Tongue	No of Respondents	Percentage
1.	Tamil	28	56
2.	Telugu	20	40
3.	Malayalam	02	04
	Total	50	100

This table gives information about the mother tongue of the respondents. 56% of the respondents mother tongue Tamil, Telugu in the mother tongue of 40% of the respondents and 4% of the respondents mother tongue in Malayalam.

TABLE – 4

RELIGION OF THE RESPONDENTS

S. No.	Religion	No of Respondents	Percentage
1.	Hindu	48	96
2.	Christian	02	4
	Total	50	100

From this table it is clear that a vast majority of 96% of the respondents are Hindus and remaining 4% of them are Christians.

TABLE – 5

MARITAL STATUS OF THE RESPONDENTS

S. No.	Marital Status	No of Respondents	Percentage
1.	Married	48	96
2.	Unmarried	2	4
	Total	50	100

This table gives information about the marital status of the respondents out of 100% of the respondents 96% are married and 4% are unmarried.

TABLE – 6

RESIDENCE (OWN / RENTED)

S. No.	Residence	No of Respondents	Percentage
1.	Own	37	74
2.	Rented	13	26
	Total	50	100

The above table shows that 74% of the respondents are living in their own houses and 26% of them are living in rented houses.

TABLE - 7**AREA OF RESIDENCE**

S. No.	Area Of Residence	No of Respondents	Percentage
1.	Peelamedu	27	54
2.	Peelamedu Pudur	20	40
3.	P.N. Palayam	1	2
4.	Singanallur	1	2
5.	Varadharajapuram	1	2
	Total	50	100

From the above table it is clear that 94% of the respondents are living around the mills and 6% are in the other areas. This helps the investigator to get more details about the mills.

TABLE – 8

TOTAL NO. OF MEMBERS IN THE FAMILY

S. No.	Total no. of members in the Family	No. of Respondents	Percentage
1.	3	14	28
2.	4	15	30
3.	5	8	16
4.	6	7	14
5.	7 and above	6	12
	Total	50	100

This table shows that 28% have only 3 members in their family. A majority of 60% of them are having a medium sized family and the number of members ranges from 4 to 6 and 12% have the total number of members seven and more.

* Respondents are also included.

TABLE – 9

TOTAL EARNING MEMBERS IN THE RESPONDENTS FAMILY

S. No.	No of Earning members	No. of Respondents	Percentage
1.	1	20	40
2.	2	18	36
3.	3	9	18
4.	4	3	6
	Total	50	100

The above table clearly shows that 40% of the respondents family depends upon the income of one earning member, 36% of them are having 2 earning members. There are 3 earning members in 18% of the respondents family and only 6% of the respondents have four earning members in their families.

TABLE – 10
MONTHLY INCOME OF THE RESPONDENTS
(Before Lockout)

S. No.	Monthly Income (Rs.)	No of Respondents	Percentage
1.	900 – 999	6	12
2.	1000 – 1099	2	4
3.	1100 – 1199	10	20
4.	1200 – 1299	12	24
5.	1300 – 1399	8	16
6.	1400 – 1499	7	14
7.	1500 and above	5	10
	Total	50	100

Of the respondents only 12% of them earned up to Rs.999/- per month. 4% of the respondents earned over Rs.1000/- per month. 20% of them earned over Rs.1100/- per month, 24% had an income of Rs.1200/- per month, 16% earned over 1300/- per month. 14% had an income of Rs.1400/- per month and the remaining 10% had more than Rs.1500/- per month.

TABLE – 11**MONTHLY INCOME OF THE RESPONDENTS AFTER LOCK OUT
(AT PRESENT)**

S. No.	Monthly Income	No of Respondents	Percentage
1.	No income	28	56
2.	600 – 699	4	8
3.	700 – 799	3	6
4.	800 – 899	2	4
5.	900 – 999	2	4
6.	1000 – 1099	1	2
7.	1100 – 1199	1	2
8.	1200 – 1500	7	14
9.	5000 and above	2	4
	Total	50	100

The above table clearly shows that 56% of the respondents do not have their own income but are dependent on others. 8% of them earn over Rs.600/- per month, 6% have an income of above Rs. 700/- per month, 4% of them earn over Rs.900/- per month, 2% of them have an income over Rs.1000/- per month and another 2% earn above Rs.1100/- per month. 14% of the respondents income ranges from Rs.1200 to Rs.1500 while 4% have more than Rs.5000/- per month.

TABLE – 12
FAMILY INCOME OF THE RESPONDENTS AFTER LOCK-OUT
(AT PRESENT)

S. No.	Monthly Income (Rs.)	No of Respondents	Percentage
1.	No income	7	14
2.	500-1000	8	16
3.	1001-1500	5	10
4.	1501-2000	6	12
5.	2001-2500	3	6
6.	2501-3000	2	4
7.	3001-3500	3	6
8.	3501-4000	5	10
9.	Above 4000	11	22
	Total	50	100

From the above table, it is seen that 14% of the respondents family members have no income but depend on the respondents income, 16% of the respondents family income changes from Rs.500-Rs.1000/- per month, 10% of them have an income over Rs.1000/- but less than Rs.1500/- per month. 6% have an income which ranges from Rs.2001/- Rs.2500/- per month. 4% of them earn in the group of Rs.2501/- to Rs.3000/- per month, 6% earn over Rs.3000/- and 10% earn above Rs.3500/- per month and the remaining 22 percent have an income which is move than Rs.4000/- per month.

NB : Respondents income is not included in the family income.

TABLE – 13

RESPONSIBILITY FOR LOCK-OUT RESPONDENTS RESPONSE

S. No.	Variable	No of Respondents	Percentage
1.	Trade Union	2	4
2.	Management	38	76
3.	Both	10	20
	Total	50	100

This table shows the responsibility of lock-out. A majority of 76% of the respondents feel that the management is absolutely responsible for this lock-out. 4% of them feel that the trade unions alone are responsible. It has been found that 20% of the respondent feel that both the trade unions and the management have equal responsibility for lock-out.

TABLE – 14**REASONS FOR LOCK-OUT**

S. No.	Reasons	No of Respondents	Percentage
1.	Mismanagement and Misappropriation of money by the management	28	56
2.	Financial loss	6	12
3.	Union rivalry	3	6
4.	Trouble over unfair policy of the management	10	20
5.	Agitation over economic demands	3	6
	Total	50	100

From this table it is found that 56% of the respondents feel that the cause for lock-out is mismanagement and misappropriation of money by the management. 20% of them feel that trouble over unfair policy of the management is the reason. 12% of the respondents feel that its due to financial loss. Agitation over economic demands in the cause for lock-out is felt by 6% and 6% feel that union rivalry is one of the reasons.

TABLE – 15

CHANGE OF UNION MEMBERSHIP AFTER LOCK-OUT

S. No.	Particulars	No of Respondents	Percentage
1.	Changed union membership	2	4
2.	No Chance	48	96
	Total	50	100

This table gives information about the change of union membership of the respondent 96% of the respondents remain in the same union after lock-out and only 4% have changed their membership to another trade union.

TABLE – 16

AWARENESS AMONG WORKERS BEFORE HAND ABOUT LOCK-OUT

S. No.	Response	No of Respondents	Percentage
1.	Aware	17	34
2.	Not aware	33	66
	Total	50	100

From this table it is seen that only 34% of the respondents were aware of the lock-out before hand and 66% of the respondents were not aware of the fact.

TABLE – 17**STEPS TAKEN BY THE RESPONDENTS TO AVOID LOCK-OUT**

S. No.	Response	No of Respondents	Percentage
1.	Strived for integrity of workers	4	23.5
2.	Thought that trade union will resolve the crisis and did not do any thing	7	41.2
3.	Urged the trade unions to conduct talks	6	35.3
	Total	17	100

Out of 34% of the respondents who know that the mill would be under lock-out sooner or later, a few of them took steps to avoid lock-out. From the above table, it is inferred that 23.5% of them worked for the integrity of the workers. 35.3% urged trade unions to avoid lock-out by conducting negotiations with the management and 41.2% thought that the trade unions would resolve the crisis and they did not do anything.

TABLE – 18

ECONOMIC CONDITION OF THE RESPONDENTS AFTER LOCK-OUT

S. No.	Economic Condition	No of Respondents	Percentage
1.	Affected	47	94
2.	Not affected	3	6
	Total	50	100

This table shows the economic condition of the respondents after lockout. This lockout affected the economic condition of 94% of the respondents and only 6% were not affected.

TABLE – 19
FAMILY EXPENSES MET BY THE RESPONDENTS
(After lock-out)

S. No.	Mode	Frequency*	Percentage
1.	PF	11	32.3
2.	House Rent	1	3.0
3.	Other Jobs	14	41.2
4.	Savings	1	3.0
5.	Income of others	5	14.7
6.	Sold their properties	2	5.8
	Total	34	100

From this table, it is obvious that 32.3% of the respondents met their family expenses by provident funds. 3% managed the expenses by house rent. 41.2% managed their expenses by other jobs. 3% of the respondents managed from their savings. 14.7% depended upon the income of other members in their family. 5.8% sold their immovable properties.

* Remaining 16 respondents borrowed money.

TABLE – 20
DETAILS OF BORROWING MONEY DUE TO LOCK-OUT

S. No.	Response	No of Respondents	Percentage
1.	Borrowed	41	82
2.	Did not borrow	9	18
	Total	50	100

82% of the respondents borrowed money to maintain their family during this lock-out, only 18% of the respondents did not borrow money.

TABLE – 21
SOURCE OF LOAN

S. No.	Source	No of Respondents	Percentage
1.	Friends	11	22
2.	Relatives	14	28
3.	Professional Money lenders	18	36
4.	Jewel loan from banks	6	12

From the above table, it is clear that 22% of the respondents have borrowed money from their friends. 28% from their relatives. 36% borrowed from professional money lenders and 12% have borrowed jewel loan from banks.

Some of the respondents have borrowed money from more than one source, hence the number of respondents do not tally.

TABLE – 22**RATE OF INTEREST**

S. No.	Rate of Interest	No of Respondents	Percentage
1.	2%	14	34.2
2.	3% - 5%	21	51.2
3.	Above 5%	6	14.6
	Total	41	100

This table shows the rate of interest paid by the respondents for borrowing money. 34.2% of the respondents have paid an interest of 2% and 51.2% of the respondents have paid the interest which ranges from 3% to 5% only 14.6% have paid the interest which is more than 5%.

TABLE – 23

**EMPLOYMENT CONDITION OF THE RESPONDENTS
(After Lock-Out)**

S. No.	Employment Condition	No of Respondents	Percentage
1.	Employed	14	28
2.	Unemployed	28	56
3.	Own trade and business	8	16
	Total	50	100

This table gives information about the employment condition of the respondents after lock-out. 56% of the respondents have not joined for any other job. 28% are employed in various concerns and remaining 16% of the respondents have started their own trade and business.

TABLE – 24

OPINION ABOUT CONTINUING THEIR PRESENT JOB

S. No.	Opinion	No of Respondents	Percentage
1.	Yes	5	35.7
2.	No	9	64.3
	Total	14	100

64.3% of the respondents who are employed in other job feel that they will return back to their mill work and 35.7% are willing to continue their present job because they feel that they are unable to do mill work.

TABLE – 25

REASONS FOR DISLIKING THEIR PRESENT JOB

S. No.	Reason	No of Respondents	Percentage
1.	Low wages	9	100
2.	Not permanent	1	11
	Total	9*	

From the above table we can infer that all the respondents who dislike their present job feel that the reason for not continuing their present job is payment of low wages. 11% also feel that the job is not a permanent one and there is no job security.

* Total does not tally, because more than one choice has been expressed.

TABLE – 26

REASONS FOR NOT JOINING IN ANY OTHER JOB AFTER LOCK-OUT

S. No.	Reason	No of Respondents	Percentage
1.	Did not get a job	5	17.9
2.	Don't know any other job	13	46.4
3.	More work load in other jobs	7	25.0
4.	No good health condition	3	10.7
	Total	17	100

Out of 28 respondents who are unemployed 17.9% have felt that they have not got any job. 46.4% feel that they do not know any other job except mill work. It is difficult for them to work in engineering industries, 25% have the opinion of more work load in other jobs and 10.7% feel that they do not have good healthy condition to work hard.

❖ 14 Respondents joined in other jobs and 8 Respondents started own trade and business.

TABLE – 27**EFFORTS TAKEN BY THE RESPONDENTS TO GET A JOB**

S. No.	Efforts	No of Respondents	Percentage
1.	Did not make any attempt	13	46.4
2.	Through friends	9	32.2
3.	Individual attempt	6	21.4
	Total	28	100

From the above table it is obvious that 46.4% of the respondents did not make any attempt to get a job. 32.2% tried through friends and 21.4% made individual attempts to get a job. This means most of the respondents have not shown interest to get a job but are depended on others.

Table – 28**FAMILY CONDITION OF THE RESPONDENTS AFTER LOCK-OUT**

S. No.	Family Condition	No of Respondents	Percentage
1.	No change	4	8
2.	Deteriorated	46	92
	Total	50	100

This table shows the family condition of the respondents 92% of the respondents felt that their family condition had deteriorated after lock-out, and the remaining 8% have not met any deterioration.

FINANCIAL HELP FROM THE TRADE UNION, THE MANAGEMENT AND THE GOVERNMENTS

It was found that trade union had not given any financial help to its workers. It was also found that the union had no reserves of funds to help its members during industrial crisis. This shows the poor financial status of the trade unions in the mill.

The management had also not given any financial help to the workers at the time of crisis. This shows the management's indifference towards the workers. In addition to this, the researcher has come to know that the management has not yet paid provident fund contributions for 41 months, wages for 40 days and a bonus for one year have also not been paid to the workers.

The central Government sanctioned Rupees two crores and five lakhs to the workers under textile workers rehabilitation fund. It was paid to the workers in the year 1990. Totally 1107 workers were benefited. It was paid as follows.

75% of the total wages for the first year after lock-out. 50% of the total wages for the second year and 25% of the total wages for the third year. Last drawn wages were taken into account for paying this amount and each worker received 18 months wages under this relief fund. The government pays this amount under textile workers rehabilitation fund for 3 years during the period of lock-out. This shows the sympathy of the government towards workers during industrial crisis.

TABLE – 29

CHANGE IN HABITS AFTER LOCK-OUT RESPONDENTS - RESPONSE

S. No.	Response	No of Respondents	Percentage
1.	Avoidance of luxurious expenses	27	54
2.	Reduced smoking habits	12	24
3.	Avoiding liquor	3	6
4.	Food habits changed	7	14
5.	No change	6	12

It is clear from the above table that some of the respondents have expressed more than one change in their habits. 54% of them are of the views that luxurious expenses have been avoided. 24% have curtailed their smoking habits. 6% of them have avoided liquor and 14% have changed their food habits. And there is no change in the habits of 12% of the respondents.

TABLE – 30

FAMILY CONDITION OF THE RESPONDENTS

(At Present)

S. No.	Family Condition	No of Respondents	Percentage
1.	Improved	19	38
2.	Not improved	31	62
	Total	50	100

This table shows the present family condition of the respondents

38% of them feel that their family condition has improved at present.

62% feel that they do not have any improvement.

TABLE – 31
MENTAL ATTITUDE OF THE RESPONDENTS JUST
AFTER LOCK-OUT

S. No.	Mental Attitude	No of Respondents	Percentage
1.	Very bad	12	24
2.	Bad	30	60
3.	Good	8	16
	Total	50	100

This table shows the mental attitude of the respondents after lock-out. The mental attitude of 24% of the respondents was very bad. 60% felt at bad and only 16% have maintained a good mental attitude.

TABLE – 32

**EMOTIONAL EXPRESSION OF THE RESPONDENTS IMMEDIATELY
AFTER LOCK-OUT**

S. No.	Reaction	No of Respondents	Percentage
1.	Road blockade and went to jail	11	22
2.	Participated in protest rally	26	52
3.	Urged trade unions	5	10
4.	No reaction	16	32

22% of the respondents involved in road blockade and were arrested and kept under police custody for 15 days, 52% participated in protest rallies. 10% urged trade union to conduct talks to lift out lock-out and 32% of the respondents did not show any reaction.

* Total does not tally because some of the respondents expressed more than one reaction.

TABLE – 33

MENTAL ATTITUDE OF THE RESPONDENTS

(At Present)

S. No.	Mental Attitude	No of Respondents	Percentage
1.	Very bad	7	14
2.	Bad	33	66
3.	Good	10	20
	Total	50	100

This table shows that the mental attitude of 14% of the respondents are very bad. 66% are bad and only 20% of the respondents have a good mental attitude.

TABLE – 34

REACTION OF FAMILY MEMBERS TOWARDS LOCK-OUT

S. No.	Reaction	No of Respondents	Percentage
1.	Felt very bad	14	28
2.	Felt bad	31	62
3.	Never bother	5	10
	Total	50	100

From the above table its obvious that 28% of the family members of the respondents felt worst. 62% felt bad and only 10% never bothered the lock-out.

TABLE – 35

RELATION SHIP WITH FRIENDS

(After Lock-Out)

S. No.	Relationship	No of Respondents	Percentage
1.	Not affected	33	66
2.	Affected	17	34
	Total	50	100

This table shows the condition of relationship of the respondents with their friends after lock-out. 34% of the respondents feel that their relationship with their friends have been affected due to lock-out and 66% have a good relationship with their friends.

TABLE – 36

**MANAGEMENT HAS PUNISHED WORKERS RESPONDENT'S
OPINION**

S. No.	Response	No of Respondents	Percentage
1.	Yes	21	42
2.	No	29	58
	Total	50	100

42% of the respondents feel that the management has locked out the mills only to punish the workers 58% feel that the management have no intention of punishing the worker. This shows that the industrial relations that prevailed in the mills was not good.

TABLE – 37

**LOCK – OUT DUE TO DISHONESTY OF THE MANAGEMENT –
RESPONDENTS RESPONSE**

S. No.	Response	No of Respondents	Percentage
1.	Yes	43	86
2.	No	7	14
	Total	50	100

From this table it was obvious that 86% of the respondents feel that this lock-out is due to the dishonesty of the management and only 14% of them feel that the management is not dishonest.

TABLE – 38

**MANAGEMENT HAS TAKEN UNILATERAL ACTION RESPONDENTS
RESPONSE**

S. No.	Response	No of Respondents	Percentage
1.	Yes	46	92
2.	No	4	8
	Total	50	100

A vast majority of 92% of the respondents one of the views that the management has taken unilateral action without consulting the trade unions about the lock-out only 8% of them feel that the trade unions were consulted before lock-out.

TABLE – 39

**LOCK OUT COULD HAVE BEEN AVOIDED IS MANAGEMENT AND
TRADE UNIONS HAD MUTUAL TRUST RESPONDENTS RESPONSE**

S. No.	Reason	No of Respondents	Percentage
1.	Yes	36	72
2.	No	14	28
	Total	50	100

From this table it is inferred that 72% of the respondents felt that lock-out could have been avoided if the management and the trade unions had shown sympathetic attitude towards each other. This proves that there was no cordial relationship between the management and the trade union.

TABLE – 40

RELATIONSHIP BETWEEN THE UNION AND MANAGEMENT

RESPONDENT'S OPINION

S. No.	Relationship	No of Respondents	Percentage
1.	Affected	47	94
2.	Not affected	3	6
	Total	17	100

This table shows the relationship between the trade union and the management. 94% of the respondents feel that relationship has been affected and only 6% of them feel that it is not affected.

TABLE – 41

TRADE UNION SHOULD STRIVE FOR THE WORKERS

DEVELOPMENT RESPONDENTS RESPONSE

S. No.	Response	No of Respondents	Percentage
1.	Workers development	19	38
2.	Political gain	31	62
	Total	50	100

From this table, it is clear that 38% of the respondents feel that trade union should strive for the development of workers and 62% of them feel that the trade union should involve in politics in order to urge the government to pass laws the welfare of the workers and to get public support.

TABLE – 42

**STRIKE MOTIVATED FOR POLITICAL REASONS SHOULD BE
AVOIDED RESPONDENTS RESPONSE**

S. No.	Response	No of Respondents	Percentage
1.	Yes	44	88
2.	No	6	12
	Total	50	100

This table shows that 88% of the respondents feel that strikes for political reasons should be avoided and only 12% of them feel that it is necessary some times.

RESPONDENTS OPINION TO REOPEN THE MILLS

An interesting fact is that all the respondents feel that mill should be reopened, strikes should be avoided and good industrial relations which result in industrial peace should be maintained. This shows how much frustration the workers would have had and how much they would have suffered during this lock-out.

TABLE – 43

**STRIKE IN THE ONLY WAY TO GET THE DEMANDS FROM THE
EMPLOYER RESPONDENT'S RESPONSE**

S. No.	Response	No of Respondents	Percentage
1.	Yes	11	22
2.	No	39	78
	Total	50	100

From this table it is clear that a majority of 78% of the respondents have the opinion that strike is not the correct way to get their demand from the employer and 22% of them feel that strike is necessary in order to get benefits from the employer.

TABLE – 44

**'UNION IN ONE UNIT' LEADS TO A DECREASE IN INDUSTRIAL
UNREST RESPONDENT'S RESPONSE**

S. No.	Response	No of Respondents	Percentage
1.	Yes	39	78
2.	No	11	22
	Total	50	100

78% of the respondents are in favour of one union in order to avoid commotion and agitation. 22% of the respondents feel that 'one union in one unit' will not result in the decrease of industrial unrest.

TABLE – 45
BENEFIT CAN BE GOT BY PEACEFUL NEGOTIATIONS WITH THE
MANAGEMENT RESPONDENTS RESPONSE

S. No.	Response	No Of Respondents	Percentage
1.	Yes	37	74
2.	No	13	26
	Total	50	100

This table shows that 74% of the respondents feel that the benefits can be got by peaceful negotiations. 26% of the respondents feel that strikes are necessary for meeting their demands.

FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

The following major findings are drawn from the chapter Analysis and Interpretation.

It has been found that nearly 92% of the respondents have been educated which shows that a good majority of the workers are literate.

56% of the respondents mother tongue is Tamil and 96% of the respondents are Hindus.

It has also been found that 94% of the respondents are living around the mill (ie) in Peelamedu area.

74% of the respondents are living in their own houses. This proves that the living conditions of workers in Coimbatore are higher when compared to workers in other districts and states where the hygenic conditions are very unsatisfactory.

A majority of 60% of the respondents earned in the range of Rs.1100-Rs1400 every month before lock-out. At present 56% of the respondents do not have their own income but are dependent on others.

A majority of 76% of the respondents feel that the management is absolutely responsible for this lock-out and only 20% feel that both the management and the trade unions have equal responsibility.

66% of the respondents did not know before hand that the mill would go under lock-out. This lock-out affected the family condition of 94% of the respondents 82% of the respondents borrowed money to maintain their family

during lock-out and the rate of interest ranged from 2% to 8%. However 38% of the respondents feel that their family condition has improved at present.

It was also found that most of the workers had not saved any money.

It has been found that most of the workers have avoided luxurious expenses and curtailed their smoking habits.

Some of the workers have found odd occupations in the neighbourhood and are earning a precarious and scanty livelihood with which they are hardly satisfied.

It has been found that the mental attitude of 84% of the respondents are not good because their social or economic status has been considerably deteriorated.

A majority of 86% of the respondents feel that this lock out is due to the dishonesty of the management 92% of the respondents are of the view that the management has taken unilateral action without consulting the trade unions about the lock-out. 72% of the respondents felt that lock-out would have been avoided if the management and the trade unions had mutual trust and had shown sympathetic attitude towards each other.

94% of the respondents feel that the relationship between the management and the trade union has been affected.

An interesting finding is that 62% of the respondents feel that trade unions should involve in politics in order to urge the government to pass and amend laws for the welfare of the workers and to get the support of the public and 88% feel

that strikes for political reasons should be avoided. 78% of the respondents are in favour of one union in one industry principle which would pave way to decrease industrial unrest.

Another interesting fact is that all the respondents feel that the mill should be reopened, strikes should be avoided for good industrial relations. They feel that their demands can be met by peaceful negotiations rather than involving in strikes and gheroas. After an informal discussion with the respondents and the trade union officials it has been noted that the mill was placed under lock out without giving any prior notice to the employees due to this act all the trade unions of the mill went against the management in order to open the mill and pay their pending salary, but in contrary to that it was a prolonged lock-out and the mill was handed over to the official liquidator under Madras High Court. Since then the mill is in liquidation. This shows the inefficiency and the wrong policies adopted by the management. Due to this irresponsible act around 1350 workers who were working in this establishment where on the streets with their families as there is no other source of income for them. So the workers knocked the doors of the trade union offices to fulfill their demands and followed the instructions of the trade union leaders. In the beginning they were too active and fought for their rights but as the day's passed even the trade union leaders lost interest as it became a routine demand from their side.

As the workers are too much affected by poverty, unemployment, hunger, diseases etc. some of the employees even went to the extent of committing suicide and punished themselves to get rid from this chronic suffering. The only solution to overcome this unstable state is to restore their job or payment of arrears of salary, PF, closure compensation, bonus etc.

In order to achieve all these things workers of the Radhakrishna Mills Ltd irrespective of their trade unions formed a non political based five man committee to protest and fight against the official liquidator to liquidate the mill as soon as possible and clear all the dues of the workers. It was also found that according to majority of the respondents, the five man committee is doing a yeoman service in this regard and got the verdict for the interim payment from Madras High Court. Now, the court has taken necessary steps for the payment of arrears of salary, bonus and gratuity to the workers. Necessary steps are also being taken to settle the final account of all the workers. An interesting fact about all the respondents opinion are that the government should interfere and reopen the mill as they have reopened six closed units in the state in tune with the latest industrial policy and if it continues. Then there may be chances for the reopening of the mill in the near future and it is supposed to run like a new establishment.

SUGGESTIONS

Lock-out, closure of industries or the threat by some entrepreneurs to wind up their units, is increasing due to the laxity on the part of the government. The trade unions have given a twist to the issue alleging that the government is a party to the closure of industries. The government could always have its way in checking. The strong-arm tactics of the managements.

According to reports the lock out, closure of industries was not due to any hostile climate but was a pointer to the growing process of the industries in dictating terms to the government. The industries have not pulled down their shutters for good. It was more at striking a bargain with the government and with the employees. The government should amend the laws relating to industrial disputes and necessary actions should be taken against the management which exploits labour force and has to indicate the management that it would not yield to their pressures. The government, equipped with adequate powers had to show that it would not succumb to pressures.

The trade union should have substantial finance to help its members against financial crisis during industrial disputes and workers should foresee things and start to save money which will be useful in future.

The multiplicity of unions in the same industrial establishment leads to inter-union rivalries which ultimately weaken the powers of collective bargaining, reduces the effectiveness of workers in securing their legitimate rights and indirectly influences the management to resort lock-out, so the government should pass laws to restrict the multiplicity of trade unions.

The policy of 'workers participation' should be encouraged. Representation of all classes of workers should be there in decision – making bodies especially in matters which concern them.

Harmonious relationship is necessary for both the employer and the employees to safeguard the interests of both the parties. In order to maintain good relationship with the employees. The main function of every organisation is to avoid any dispute with them or settle it as early as possible so as to ensure industrial peace

CONCLUSION

The present dynamic industrial climate prevailing in our country entail an appropriate personnel policy and use of various industrial relations machinery in order to ease down the climate. Intervention of the government is very necessary during appropriate cases so that not only the work force and the management but also our nation as a whole is saved from the graveyard of industrial disputes. The researcher concludes this study with a hope that industrial conflicts and the strong-arm tactics of the employers to pressurise the workers by resorting to lock-out and closure will come to an end so as to ensure industrial peace and progress.

APPENDIX

கதவடைப்பு - தொழிலாளர்களின் நிலை மற்றும் பிரதிபலிப்பு

1. பெயர் :
- வயது :
- கல்வித் தகுதி : ப. அ. இ/தொ. பள்ளி/உயர் கல்வி
- தாய்மொழி :
- திருமனம் ஆவனரா : ஆம்/இல்லை
- மதம் :
- மாத வருமானம் :
- சொந்த ஊர் :
- வீடு : வாடகை / சொந்தம்

2. குடும்ப விவரம்

<u>வ. என்.</u>	<u>உறவு முறை</u>	<u>வே. தகுதி</u>	<u>மாத வருமானம்</u>
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3. வேலை செய்த ஆகையின் பெயர்:

4. ஆலை எவ்வளவு காலம் மூடப் பட்டிருக்கிறது.

5. உங்கள் ஆலை மூடப்பட்டதற்கு : தொழிற்சங்கம்/நிர்வாகம்/இரண்டும் யார் பொறுப்பு

6. மூடப்பட்டதற்கான காரணங்கள் :
- அ) திறமையற்ற நிர்வாகம், நிர்வாக குறையினால் பண வீக்கம்.
 - ஆ) பொருளாதார நெட்டம்
 - இ) தொழிற்சங்கங்களிடையே ஒற்றுமையின்மை
 - ஈ) நிர்வாகத்தின் தவறான கொள்கையினால் ஏற்பட்ட தகராறு
 - உ) பொருளாதார கோரிக்கையினால் சச்சரவு

- 7) ஆலை மூடப்பட்டதிலிருந்து நீங்கள் சார்ந்துள்ள தொழிற்சங்கத்திலிருந்து வேறு தொழிற்சங்கத்துக்கு மாறிவிடுகிறீர்களா? : ஆம்/இல்லை
- ஆம் என்றால் ஏன்? :
- 8) ஆலை மூடப்படும் என்ற உங்களுக்கு முன்கூட்டியே தெரியுமா? : தெரியும்/தெரியாது
- 9) தெரியும் என்றால் முன்னேற்பாடாக என்ன செய்தீர்கள்? :
- 10) தொழிற்சாலை மூடப்பட்டிருப்பதால் உங்கள் பொருளாதார நிலை பாதிக்கப்பட்டதாக நினைக்கிறீர்களா? : ஆம்/இல்லை
- 11) இப்பொழுது குடும்ப செலவை எவ்வாறு பராமரிக்கிறீர்கள்? :
- 12) ஆலை மூடப்பட்டதன் காரணமாக உங்கள் குடும்பத்தை பராமரிக்க கடன் வாங்கிவிடுகிறீர்களா? : ஆம்/இல்லை
- 13) அ) யாரிடம் கடன் வாங்கிவிடுகிறீர்கள் : தொழிற்சங்க தலைவர்/நண்பர்கள் சக ஊழியர்கள்/உறவினர்/வட்டிக் கடைக்காரர்.
- ஆ) வட்டி விகிதம் :
- 14) அ) ஆலை மூடப்பட்ட பிறகு வேறு வேலையில் சேர்ந்து விட்டீர்களா? : ஆம்/இல்லை
- ஏன்? :
- 15) அ) இப்பொழுது என்ன வேலை செய்கிறீர்கள் :
- மாத வருமானம் என்ன? :
- ஆ) இவ்வேலையை தொடர்ந்து செய்வீங்களா? : ஆம்/இல்லை
- ஏன்? :
- 16) உங்களுக்கு தொழிற்சங்கங்களிடமிருந்து பண உதவி கிடைத்ததா? : ஆம்/இல்லை

- 17) அ) ஆலை நிர்வாகத்திடமிருந்து ஏதேனும் : ஆம்/இல்லை
உதவி கிடைத்ததா?
- ஆ) அரசாங்க உதவி ஏதேனும் கிடைத்ததா? : ஆம்/இல்லை
- 18) அ) தொழிற்சாலை ஒதுக்கொண்டிருந்த : ஆம்/இல்லை
போது இருந்த குடும்ப நிலைமை ஆலை
முடிய பின்பு இருப்பதாக உணர்கிறீர்களா?
- ஆ) என்ன மாற்றங்கள்? :
- இ) தற்போது குடும்ப நிலைமை எவ்வாறு :
உள்ளது?
- 19) ஆலை மூடப்பட்ட பிறகு உங்களுடைய பழக்க :
வழக்கங்களில் என்ன மாற்றங்கள் ஏற்பட்டுள்ளன?
- 20) ஆலை முடிய பிறகு உங்கள் மனநிலை எவ்வாறு : கவலைப்பட்டேன்/அதிக
இருந்தது? கவலைப்பட்டேன்/
கவலைப்படவில்லை.
- 21) உங்களுடைய எதிர்ப்பை எவ்வாறு வெளிப்படுத்த- :
தீவிரிகள்?
- 22) தற்போது உங்கள் மனநிலை எவ்வாறு உள்ளது? : அதிக கவலை/கவலை/
கவலைப்படவில்லை.
- 23) ஆலை முடிய செய்தியை தங்கள் குடும்பத்தார் : அதிக கவலை/கவலை/
எவ்வாறு எடுத்துக் கொண்டார்கள்? கவலைப்படவில்லை.
- 24) ஆலை முடிய பின்பு தங்களுடைய நண்பர்கள் : முன்போலவே/சற்றாக்குறைவு
உறவுமுறை எவ்வாறு இருந்தது.
- 25) நிர்வாகத்தின் முடிவுகளை ஏற்றுக்கொள்ளுவதற்காக : ஆம்/இல்லை
நிர்வாகம் ஆலையை முடி உங்களை தண்டிக்கிறது
என நினைக்கிறீர்களா?

- 26) நிர்வாகத்தின் நேரிமையின்மையால் : ஆம்/இல்லை
ஆலை முடப்பட்டது என நினைக்கிறீர்களா?
- 27) தொழிற்சங்கங்களை கலந்தாலோசிக்காமல் : ஆம்/இல்லை
நிர்வாகம் ஆலையை முடிவிட்டது என
நினைக்கிறீர்களா?
- 28) தொழிற்சங்கங்களும், நிர்வாகமும் விட்டுக் : ஆம்/இல்லை
கொடுக்கும் மனப்பான்மையில் செயல்பட்டிருந்-
தால் ஆலை முடப்படுவதைத் தவிர்த்திருக்கலாம்
என நினைக்கிறீர்களா?
- 29) தற்பொழுது தொழிற்சங்கம் நிர்வாக உறவு : ஆம்/இல்லை
மேம்பட்டிருக்கிறது என நினைக்கிறீர்களா?
- 30) நீங்கள் சார்ந்துள்ள தொழிற்சங்கம் அரசியலில் : ஆம்/இல்லை
ஈடுபடுவதைவிட உங்கள் முன்னேற்றத்திற்கு
பாடுபட வேண்டும் என நினைக்கிறீர்களா?
- 31) தொழிற்சங்கராற தீர்க்கப்பட்டு ஆலை செயல்பட : ஆம்/இல்லை
வேண்டும் என்று நினைக்கிறீர்களா?
- 32) அரசியல் காரணங்களுக்காக வேலை நிறுத்தம் : ஆம்/இல்லை
செய்வது தவிர்க்கப்பட வேண்டும் என நினைக்கின்-
றீர்களா?
- 33) தொழிற்சங்கராற தீர்க்கப்பட்டு ஆலை திறக்கப்- : ஆம்/இல்லை
பட்ட பின் வேலை நிறுத்தம் செய்யாமல்
ஆலை அமைதியாக நடைபெற வேண்டும்
என்று நினைக்கிறீர்களா?
- 34) வேலைநிறுத்தத்தின் மூலம் உங்கள் கோரிக்கைகளை : ஆம்/இல்லை
நிறைவேற்ற முடியும் என நினைக்கிறீர்களா?

- 35) ஒரு ஆலைக்கு ஓர் தொழிற்சங்கம் : ஆம்/இல்லை
என்ற கொள்கையை கடைப்பிடித்தால்
தொழிற்சகராற குறையும் என்ற
நினைக்கிறீர்களா?
- 36) உங்களுடைய கோரிக்கைகளை அமைதியான : ஆம்/இல்லை
பேச்சு வார்த்தைகளின் மூலம் நிறைவேற்ற
முடியும் என நினைக்கிறீர்களா?
- 37) முடிய ஆலையை திறப்பதற்காக உங்கள் :
யோசனை என்ன?

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