



**INDUSTRIAL RELATIONS IN INDIA'S PUBLIC SECTOR
IN POST-LIBERALISATION PERIOD:
A CASE STUDY OF SAIL**

**ABSTRACT SUBMITTED TO
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2007

ABSTRACT

The progress and prosperity of a country depend upon the level and quality of its industrial development which occurs mainly on account of harmonious industrial relations. India is not exception to it. However the problem of industrial relations in our country has become multidimensional after the implementation of New Economic Policy, ranging from legal to emotional and from economic to political, from ideological to pragmatic, and from individual to institutional which necessitates government's intervention in the form of concentrated efforts to devise suitable procedure and machinery rationally to promote industrial peace and harmony as much as possible. However, the successful accomplishment of the government objectives depends upon how successfully and effectively the government promotes, develops, nourishes, regulates and controls the industrial activities.

Against this backdrop and after a careful and an elaborate review of literature in the field of industrial relations in the public sector enterprises and other related areas, the present study i.e. Industrial relations in Public sector enterprises in Post-liberalization period has been chosen. And for this purpose a sample unit of Indian public sector, i.e. SAIL has been selected.

OBJECTIVES OF THE STUDY

1. To study the growth and development of Public sector enterprises in India.
2. To review labour legislation.
3. To examine the role of the trade union in maintaining harmonious industrial relation in the public sector enterprises of India.
4. To study the problems and remedies of Industrial disputes in the Public sector enterprises in general and post-liberalization period in particular.
5. To study industrial relations in Steel Authority of India Ltd.(SAIL)
6. To identify the problems of workers and suggest remedial measures for the improvement of industrial relations in the public sector enterprises in the post-liberalization era.

RESEARCH METHODOLOGY

To conduct the present study the following steps were taken:

1. Primary data were collected from workers, trade union leaders and officers of the SAIL with the help of structured questionnaire.
2. Secondary data were collected from the different organization, published and unpublished reports.
3. A sample of 476 workers from two units of Steel Authority of India Limited (SAIL) viz. Bokaro and Durgapur steel plant have been taken.

Major findings of this study reveal that the workers of Bokaro and Durgapur steel plants are overall satisfied with the recruitment, training and promotion policies adopted in their organizations.

Besides they are also moderately satisfied with their wages and earnings.

Workers of both the organizations were found to be satisfied with statutory and non statutory facilities like provident fund, employees state insurance contribution, canteens, protective measures, transport facility, gratuity, education facility etc. provided to them. However, they are found to be not satisfied with the housing, medical and co-operative store facilities.

A majority of the workers are found to be satisfied with the overall working conditions and behaviour of their supervisors.

The wage policy of Bokaro and Durgapur steel plants is guided by SAIL. It is found that workers of these two organizations are overall satisfied with the wage policy of their respective organization.

The provision of social security is not satisfactory in these two steel plants. The statutory provisions for safety are adequate but require effective enforcement.

To keep the workers at ease and to relieve from fatigue picnic parties, annual dinner parties, celebration of festivals, film shows, tournaments of different games should be organized.

Effective procedure of grievance handling should be established and collective bargaining should be encouraged for the settlement of industrial disputes in these two organisations.

Effective enforcement of Factory's Act-1948 and standing orders has regulated the working conditions. Hardly there was any strike in these two organizations which reflects that the overall industrial relations in these organizations are cordial. Most of the trade unions are registered and are affiliated to INTUC, AITUC, BMS etc. the role played by trade unions in Bokaro and Durgapur steel plants are not satisfactory.

Most of the workers were moderately satisfied with the promotion policy adopted by the organization however they opined that besides performance and seniority at times flattery and bribe also play a vital role in promotion.

Majority of the workers are of the view that the trade unions play prominent role in maintaining harmonious industrial relations. Most of the workers are of the opinion that top management people do not give due recognition to them and they opine that personal and labour welfare officers should be empowered to deal with the labour problems.

Most of the workers feel that the management does not play proactive role in redressing their grievances and takes long time to solve their problems, and in fact this is one of the reasons of discontentment among the workers.

In sum, the overall industrial relations scenario in both the sample units i.e. Bokaro and Durgapur steel plant is found to be satisfactory.