# CONTENTS

<table>
<thead>
<tr>
<th>Acknowledgments.</th>
<th>iii</th>
</tr>
</thead>
<tbody>
<tr>
<td>List of tables</td>
<td>vi</td>
</tr>
<tr>
<td>Abbreviations.</td>
<td>ix</td>
</tr>
</tbody>
</table>

1. **INTRODUCTION**
   - Objective of the study
   - Hypotheses of the study
   - Scope of the study
   - Research methodology
   - Limitations of the study.

2. **CONCEPTUAL FRAMEWORK.**
   - Theories of collective bargaining
   - Definition of collective bargaining
   - Characteristics of collective bargaining
   - Types of collective bargaining
   - Scope of collective bargaining
   - Types of collective agreements
   - Factors for making collective bargaining successful
   - Review of literature.

3. **COLLECTIVE BARGAINING IN INDIA AND GOVERNMENT ROLE**
   - Government role before Independence
   - Growth after Independence.
   - Government role after Independence
   - Legislative frame work and collective bargaining.

4. **PROFILE OF SELECTED INDUSTRIES**

PAGE #

| iii | vi | ix | 1 | 18 | 20 | 20 | 24 | 29 | 31 | 32 | 34 | 37 | 42 | 45 | 46 | 47 | 53 | 61 | 65 | 67 | 74 | 86 | 109 |
5. **DYNAMICS OF COLLECTIVE BARGAINING—PROCEDURE AND STRATEGIES.**
   - Preparation for negotiation.
   - Submitting charter of demands.
   - Selection of the bargaining team.
   - Powers of the bargaining team.
   - Structure of collective bargaining.
   - Management strategies.
   - Unions strategies.

6. **SCOPE, CONTENTS AND COVERAGE OF COLLECTIVE BARGAINING.**
   - Issues covered under collective bargaining.
   - Scope, coverage and duration of LTA.
   - Implementation and Administration of LTA.
   - Grievance settlement machinery.

7. **IMPACT OF COLLECTIVE BARGAINING.**
   - Impact on productivity
   - Collective Bargaining and Industrial Relations
   - Wages and wage structure.

8. **CONCLUSIONS AND RECOMMENDATIONS**

APPENDIX I
   II
   III

BIBLIOGRAPHY