Glossary

Adjudication If a dispute is not settled by negotiation or conciliation, and the parties do not agree to refer the dispute to arbitration, the government may, on its own discretion, or on an application by the parties to the dispute representing the majority, separately or jointly, refer the dispute to the Labour Court or Industrial Tribunal for adjudication.

Arbitration Process in which a neutral third party (arbitrator) hears arguments from disputants then issues a decision. Whether court-annexed or private, his process tends to be more formal and judicial. But less formal than a court procedure. Depending on the situation, an arbitrator's decision can be either binding by law or non-binding. The exact nature of the process and decision usually prescribed before hand by court rule or a contract.

Award means an interim or a final determination of any Industrial disputes or any question relating there to by any labour court, industrial tribunal or national tribunal and includes an arbitration award made under Section 10A of the Act.

Conciliation In a broader social context it usually refers to steps taken by a third party to reduce the adversity and tension between groups in conflict, with the purpose of creating an environment where face-to-face negotiation is possible.

Conflict A broad term regarding an interaction between people with differing interests which are perceived as incompatible.
Derived from the Latin *conflictus*, meaning 'to strike together/ Conflict is often inevitable, but constructive outcomes from conflict are frequently possible, Conflicts involving a definable number of parties are usually referred to as disputes.

Conflict management emit A philosophy and set of skills designed to assist people in better understanding and dealing with conflict as it arises in all aspects of our lives.

Dispute Resolution A broad range of processes by which parties in conflict can work towards a resolution. It most often refers to facilitation, mediation, and arbitration.

Employees Who are indulging in different categories of operations.

Employer means I) in relation to an industry carried on by or under the authority of any department of the Central Government or a State Government, the 'authority as prescribed in this behalf; or where no authority is prescribed, the 'head of the department:' J) in relation to an industry carried on by or on behalf of the local authority or the 'Chief Executive Officer' of that industry.

Executive personnel Executive personnel include top managerial personnel, management personnel of Industrial Relations department and supervisory staff.

Industry means any business, trade, undertaking, manufacturer or calling of employers and includes any calling,
service, employment, handicraft or industrial occupation or avocation of workmen.

Industrial Disputes Section 2 (K) of the Industrial Disputes Act 1947 defines Industrial Disputes as "Any dispute or difference between Employers and Employers Employer and Workmen or Workmen and Workmen which is connected with the employment or non-employment or their terms of employment or the conditions of any Labour of any person.

Industrial Disputes/ in the literature 'Deluding government publications, is used to denote the work stoppage as well as those differences between labour and management that are settled through the industrial relations machinery. However in the present study the term industrial disputes is used to denote the work stoppages as well as those differences between labour and management that are settled through mutual negotiations and referred to Industrial Relations machinery. Hence the term strike denotes the former viz, work stoppages and the term industrial disputes denote the latter viz, difference between Labour and management that are settled through mutual negotiation and referred to industrial relations machinery.

Further, since lockouts are generally preceded by the strikes, the term strikes wherever used in this study therefore may include lockouts also. The term collective dispute may relate to any of the following matters: Wages, bonus, profit sharing, gratuity and compensatory and other allowances, hours of work leave with wages, holidays, Rules of discipline, retrenchment of workman, closure of the establishment and rationalization.
An individual dispute may relate to the following: Discharge, Dismissal, retrenchment or termination of an individual worker.

Lock out Section 2 (1) of the Industrial Disputes Act, 1947 defines 'lock out' to mean the temporary closing of a place of employment or the suspension of work, or the refusal of by an employer to continue to employ any number of persons employed by him. Lock out, thus, is the counterpart of strike.

Large-scale textile unit The units which have employed more than 1000 workers,

Labour-Management: Relations The nature of relationship between the employer employees in an industry or an organization.

Mediation Process In which a third party neutral facilitates communications and negotiations among parties to find a mutually acceptable resolution of a dispute. Although often considered a facilitative process, in some forms of mediation, the third party neutral may engage in evaluative tasks, such as helping parties assess likely outcomes and exploring the strengths and weaknesses of the arguments presented.

Medium Scale Unit The units which have employed more than 500 workers and less than 1000 workers,

Negotiation A process in which two or more parties directly exchange ideas, views, promises and problems surrounding a
dispute. Positional bargaining tends to focus on demands and counter demands of disputing parties, sometimes leading to a bargaining process where parties trade concession & demands. Interest based negotiations focus on the interests underlying one’s position in an issue. The parties explore their needs disputants' interests as possible.

Respondents The employees and the executives who were interviewed for this study.

Settlement The term settlement in context of the present study, has been defined as an arrangement or agreement by which a dispute, in its totality or in respect of some matter-contained in the dispute or procedure by which dispute is to be sorted out, is resolved either mutually or with the assistance of the third party (either imposed by law or mutually accepted by the disputants),

Strike Section 2 (9) of the industrial disputes act defines it as 'A cessation of work by a body of persons employed in any industry acting in combination; or a concerted refusal, or a refusal under a common understanding, of any number of persons who are or have been so employed to continue to work or to accept employment.

Study area Madurai and Virudhunagardistricts are considered to be study area.
Textile industry It consists of cotton milt industry engaged in spinning and weaving.

Voluntary arbitration Before an industrial disputes is referred to a Labour court or tribunal or national tribunal, the employer and the workmen may refer the dispute to arbitration of any person or persons of their choice by means of a written attribution agreement.

Wages All remuneration (whether by way of salary, allowance, bonus) payable to worker in respect of his employment.

Work environment It includes working conditions, welfare facilities, personnel policy of the management, changing trend in an industrial climate.