ABSTRACT

Introduction:

The Research Scholar has delved into the works of eminent authors and scholars to propound hypothesis of her research study, "A Study of Labour Relations in U.P. State Public Sector Undertakings with Special Reference To UPTRON".

Objectives:

The present study has been undertaken keeping the following objectives in view:

1. How to bring about harmony in conflicting interests of workers and to promote human values in factory environment?

2. To contrast the labour relations in pre-independence period with the state of labour relations prevailing in the post-independence period and also to identify main factors affecting labour relations in India, including social, economic and political influences on labour relations.
3. To assess the role of both the State and the trade unions in shaping labour relations, specially in Uttar-Pradesh.

4. To analyse the labour relations in public enterprises vis-a-vis private enterprises and to find out as to whether State ownership has made any difference to labour relations in U.P.

5. To examine the existing machinery for settlement of disputes and suggest ways for making it more effective and efficient in Uttar Pradesh.

6. To bring out impact of technology and the impact of State ownership on labour relations in U.P.

Outline of the Work:

The study is divided into five chapters. In the first chapter, the study distinctly compares the views of protagonists of 'free enterprise' with their counterparts of 'State enterprise'. It firmly establishes the basic difference in pronouncements favouring Capital in 'free enterprise' and workers in 'State enterprises'.

Conflicting interests of labour and capital underly the labour disputes in all the countries, except those
belonging to 'Communism'. An in depth study on Labour Disputes in the second chapter takes stock of economic factors, political system and social ethos. The study makes special points of reference to labour disputes in India since 1921.

Uttar-Pradesh is one of the biggest States in India with heavy dependence on land. Its industrial development is undergoing a sea-change in quality and quantity. The third chapter of the study is earmarked for analysis of Labour Relations in Uttar-Pradesh.

To find out impact of sophisticated technology on labour relations, a case analysis of UPTRON is presented in the fourth chapter.

The last chapter brings out kernel of labour relations in the public enterprises of Uttar Pradesh with special reference to UPTRON.

Findings:

1. Conflicting interests of labour and capital give birth to labour disputes. It has been substantiated by the review of labour movement in U.K., France, Germany and U.S.A. Free enterprises attach importance
IV

to capital; and labour is supreme in 'State enterprises' of Socialist bloc. Later political developments divided the world into 'Capitalism' versus 'Socialism'.

2. India makes a history by adopting 'mixed economic system' since the First Five Year Plan, for a soberring effect on management in dealings with workers. However, the serious snags developed as a result of divided power and jurisdiction between the States. All the States do not compare well in terms of wages, bonus, amenities and facilities to workers. The difference lies in State Legislations and administration.

3. State enterprises in Uttar-Pradesh do not have a high profile in respect of ideal labour relations. The labour relations are fraught with problems.

4. Education, training and skill makes a lot of difference to the quality of labour relations. It is revealed by the in-depth study of UPTRON.

Suggestions:

1. It is suggested that there must be change in the attitude of both management and workers. Both should
work for homely environment within and without the factory premises. Workers and management must mingle together in canteens, on the floors of workshop, in the meetings and on social occasions.

2. Legislations must be restricted to social responsibilities of business.

3. Trade Unions should recast their role as catalysts of labour welfare. The settlement of disputes must be instant and effective without outside interference.

4. The Vertical and Horizontal structure of trade union has outlived their utility. An era of mutual trust and association must begin.

5. Social security must be the hallmark of labour relations in public enterprises of Uttar-Pradesh, specially in such sophisticated enterprises as UPTRON

In the opinion of Research Scholar, legislation is not the answer to the complex problems of labour relations. All the expeditious measures suggested in the thesis are relevant to the development of positive attitude of both the workers and management.
New Dimension:

The whole point about the thesis, in due course, may be evolved in terms of further researches in still more vital area of labour relations' impact on Management of Productivity.