In this chapter an attempt is being made to find out the incidence and impact of disputes in manufacturing industries across all sectors, public sector and private sector in pre and post reform periods. The following hypotheses would be tested in the present chapter: Firstly, as compared to the pre-reform period, the share of strikes has decreased and the share of lockouts has increased in post-reform period in all sectors in manufacturing industries. Secondly, in contrast to the pre-reform period, within the public sector the share of strikes is expected to fall and the share of lockouts is expected to increase in post-reform period. The same is expected in the private sector. Lastly, as compared to the pre-reform period, the comparative share of public sector has decreased and the share of private sector has increased (disputes / strikes / lockouts) in the post-reform period. In order to find out the decline or the rise in disputes in post-reform period, percent share of disputes in an industry to total disputes in pre and post-reform periods (number of disputes / mandays lost / workers involved) in all sectors has been calculated. To find out the changes in the share of strikes and lockouts in pre and post-reform periods, the percent share of strikes/lockouts in an industry to total disputes (number of disputes/mandays lost/workers involved) has been calculated. To study the changes in the share of public and private sectors in disputes, the percent share of disputes in public sector / private sector in an industry to total disputes in all sectors in that industry (number of disputes/mandays lost/workers Involved) has been calculated.

Likewise the shares of public and private sectors in total strikes and total lockouts have been calculated. Within the public sector, industry wise percent share of strikes / lockouts in an industry to total disputes in public sector in that industry (number of disputes/mandays lost/workers involved) has been calculated. Likewise, the industry wise percent share of strikes / lockouts in an industry to total disputes in private sector (number of disputes / mandays lost / workers involved) has been calculated. Further, in order to understand the impact of disputes / strikes / lockouts the following ratios have been calculated industry wise: social intensity of the dispute is calculated sector wise. It implies mandays lost per dispute (dispute / strikes / lockouts). This ratio indicates the loss of production to the society. An increase in this ratio after the reforms implies further loss to the society. Individual intensity is also calculated sector wise. It implies mandays lost per worker involved in dispute (dispute / strikes / lockouts). This ratio explains the loss of working days to the workers. The increase in
this ratio after the reforms implies more loss to the workers. Worker involved per dispute (dispute / strikes / lockouts) is also calculated. This ratio explains the extent of the involvement of the workers in the disputes.

4.1 ANALYSIS

In this section the above mentioned hypotheses are tested in each industry.

4.1-1 PRODUCTION, PROCESSING AND PRESERVING OF FISH, MEAT, FRUITS, VEGETABLES, OILS AND FATS INDUSTRY (151)

Table B.1 reveals that the share of disputes in this industry (number and workers involved) to total disputes in manufacturing sector has declined but its share in the mandays lost increased (0.3 percent in pre-reform period to 0.4 percent in post-reform period). Tables B.2, B.3, B.4 and B.5 shows that in all sectors, more lockouts occurred (24.7 percent in pre-reform period to 45.9 percent in post-reform period) which caused increased loss of mandays (54.5 percent in pre-reform period to 83.2 percent in post-reform period) and involved more workers (26 percent in pre-reform period to 37 percent in post-reform period) in post-reform period (table B.2). The sector wise break up shows that private sector held major share in pre and post-reform periods in disputes, strikes and lockouts (tables B.3, B.4 and B.5). Within the public sector the share of strikes (number / mandays lost / workers involved) has gone down and the share of lockouts has increased (table B.6). Table B.7 shows the same trend in case of private sector. Thus, in this industry though the disputes have declined but the share of private sector in disputes has increased and the share of lockouts has increased in both public and private sectors.

Social and individual intensities of disputes and lockouts increased in all sectors particularly in private sector in post-reform period (tables B.8, B.11 and B.12). Workers involved per disputes and workers involved per strikes increased in private

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1 All the tables of this chapter are given in Appendix B.
sector and in all sectors (tables B.9 and B.10). In public sector there was an increase in the workers involved per strikes / lockouts / disputes.

4.1-2 MANUFACTURE OF DAIRY PRODUCTS (152)

The share of this industry in the number and workers involved in total disputes in the manufacturing sector has declined. Further, table B.2, B.3 shows that the share of strikes in all sectors has increased in post-reform period whereas the share of lockouts has declined (number, mandays lost and workers involved). The share of private sector in number of disputes increased from 73.6 percent in pre-reform period to 81.1 percent in post-reform period and the share of public sector declined. The same trend was observed in mandays lost and workers involved. Tables B.5 and B.6 show that there were no lockouts in public sector in this industry in pre and post-reform periods and thus, all the lockouts happened in the private sector. Within the private sector, the share of strikes to total disputes has gone up in post-reform period (number / mandays lost / workers involved) (table B.7).

Tables B.8, B.11 and B.12 show that the social and individual intensities of disputes, strikes and lockouts have increased in post-reform period in all sectors and the same trend was revealed in private sector. An increase was observed in the involvement of the workers per lockouts in all sectors in post-reform period. The same trend was observed in private sector (tables B.9 and B.10).

4.1-3 MANUFACTURE OF GRAIN MILL PRODUCTS, STARCHES AND STARCH PRODUCTS AND PREPARED ANIMAL FEEDS (153)

There was an increase in the share of this industry in the total mandays lost in manufacturing sector. In this industry the share of strikes to total number of disputes in all sectors has declined and the share of number of lockouts has increased from 27.0 percent in pre-reform period to 49.5 percent in post-reform period (table B.2). The same trend was observed in mandays lost but the involvement of the workers increased in strikes. Private sector reflected the same trend (table B.7). The breakup of the data reveals that the share of private sector in disputes was much higher than the
share of public sector in pre and post-reform periods (number, mandays lost and workers involved) (table B.3). Tables B.4, B.5 and B.6 show that in pre-reform period there were no lockouts in public sector and in post-reform period the incidence of lockouts increased in the same sector. Social and individual intensities of disputes/strikes/lockouts increased in post-reform period in all sectors particularly in private sector (tables B.8, B.11 and B.12). In public sector the social and individual intensities of lockouts increased. Table B.9 reveals that workers involved per disputes (196,000 in pre-reform period and 224,000 in post-reform period) and workers involved per strikes (227,000 in pre-reform period to 387,000 in post-reform period) have also increased in post-reform period in all sectors. The same trend was observed in private sector (table B.10). In public sector there was an increase in workers involved per lockouts in post-reform period which also pulled up the workers involved per disputes in the same sector.

4.1-4 MANUFACTURE OF OTHER FOOD PRODUCTS (154)

The share of this industry in number and mandays lost in total disputes in the manufacturing sector has increased in post-reform period (table B.1). The breakup of the data reveals that the share of strikes to total disputes in all sectors has gone down in post-reform period and that of lockouts has increased (number/mandays lost/workers involved) (table B.2). The share of public sector in total number of disputes has declined from 19.2 percent in pre-reform period to 14.9 percent in post-reform period and that of private sector has increased from 80.8 percent to 85.1 percent in the same time periods. The same trend has been observed in mandays lost and workers involved in disputes in this industry (table B.3). Similar trend was observed in case of strikes (table B.4). There were no lockouts in public sector in pre-reform period but in post-reform period lockouts increased as is revealed by table B.5. Even in private sector the share of lockouts to total disputes has increased (number/mandays lost/workers involved) (table B.7).

In all sectors and particularly in private sector, the social and individual intensities of disputes/strikes/lockouts have increased in post-reform period (tables B.8, B.11 and
In public sector the social and individual intensities of lockouts increased. The workers involved per disputes / strikes / lockouts have gone down in all sectors (table B.9). The sector wise breakup shows that in public sector the workers involved per lockouts have increased from zero in pre-reform period to 750,000 in post-reform period (table B.10) but in private sector the workers involved per strikes has gone up in post-reform period.

4.1-5 MANUFACTURE OF BEVERAGES (155)

This industry experienced a decline in disputes in post-reform period (table B.1). The share of lockouts to total number of disputes has increased from 25.8 percent in pre-reform period to 37.7 percent in post-reform period (table B.2) and the share of strikes declined in all sectors. The same trend was observed in the share of mandays lost and workers involved in strikes and lockouts. The share of disputes in public sector to total disputes has decreased in post-reform period and private sector’s share has increased in total disputes in post-reform period (number/mandays lost/workers involved). Table B.4 shows that private sector held major share in strikes in pre and post-reform periods (number/mandays lost/workers involved). There were no lockouts in public sector in pre and post-reform periods (table B.5). Thus, the rise in lockouts in this industry is entirely on account of private sector. Within the private sector, the share of strikes to total number of disputes declined from 71.2 percent in pre-reform period to 61.0 percent in post-reform period and that of lockouts increased from 28.8 percent to 39.0 percent in the same time periods (table B.7). The same trend was observed in mandays lost and workers involved in strikes and lockouts.

Table B.8 reveals that the social intensity of disputes and lockouts has increased in post-reform period in all sectors. The private sector is also following the same trend (B.11 and B.12). In public sector there was a rise in the social and individual intensities of strikes and disputes. The same trend was observed in the individual intensity of disputes / strikes / lockouts. Worker involved per disputes / strikes / lockouts in all sectors has declined in post-reform period as is given in table B.9. The same trend was observed in both public and private sectors as is given in table B.10.
4.1-6 MANUFACTURE OF TOBACCO PRODUCTS (160)

The share of this industry in total number of disputes in manufacturing sector increased in post-reform period (table B.1). In this industry the share of strikes to total number of disputes has gone down from 80.9 percent in pre-reform period to 61.3 percent in post-reform period and the share of number of lockouts increased in all sectors. The same trend was observed in mandays lost and workers involved (table B.2). Table B.3 indicates that private sector had major share in total disputes in pre and post-reforms periods (number/mandays lost/workers involved) but the share of public sector in mandays lost and workers involved in total disputes increased in the latter period. The same trend was observed in the shares of public and private sectors in strikes. There were no lockouts in public sector in pre and post-reform periods. Within the private sector, the share of strikes to total number of disputes declined from 78.7 percent in pre-reform period to 60.8 percent in post-reform period and that of lockouts increased (table B.7). The same trend was observed in the share of mandays lost and workers involved.

In all sectors, the social intensity of lockouts increased from 3,651 days to 24,688 days in post-reform period (table B.8). Similar trend was observed in private sector (table B.11). There was an increase in the individual intensity of disputes and lockouts in post-reform period in all sectors particularly in private sector. In public sector there was an increase in social intensity of strikes and disputes. Table B.9 shows that there was an increase in workers involved per lockouts from 88,000 workers to 336,000 workers in post-reform period in all sectors. The further break down of the data shows that in public sector workers involved per disputes and workers involved per strikes increased in post-reform period and in private sector workers involved per lockout increased in post-reform period (table B.10).

4.1-7 SPINNING, WEAVING AND FINISHING OF TEXTILES INDUSTRY (171)

This industry has maximum share in total number of disputes in the manufacturing sector in both pre (25.3 percent) and post (30.8 percent) reform periods (table B.1).
The same trend is visible in mandays lost and workers involved. In this industry the share of number of strikes in all sectors decreased and that of lockouts increased from 19.4 percent in pre-reform period to 27.2 percent in post-reform period. The same trend was observed in mandays lost and workers involved (table B.2). The sector wise break up shows that in this industry more disputes happened in private sector in both pre and post-reform periods. The share of mandays lost in disputes in private sector has increased from 92.9 percent in pre-reform period to 97.2 percent in post-reform period (table B.3). The same trend was observed in the case of strikes (table B.4). The private sector held major share in lockouts in both pre and post-reform periods but the same has declined in post-reform period (number, mandays lost and workers involved) (table B.5). Table B.6 shows that within public sector more mandays were lost due to lockouts (13.3 percent in pre-reform period to 56.4 percent in post-reform period) and the share of workers involved in lockouts increased from 4 percent in pre-reform period to 32 percent in post-reform period. The same trend was observed in private sector (table B.7). Thus, in both public and private sectors lockouts increased in post-reform period.

Table B.8 shows that social and individual intensities of disputes, strikes and lockouts have fallen in post-reform period in all sectors. Private sector also reflected the same trend (tables B.11 and B.12). In public sector, the social intensity of lockouts increased from 50,839 days in pre-reform to 54,998 days in post-reform period. Workers involved per disputes have increased in all sectors (table B.9). Table B.10 shows that in public sector there was an increase in workers involved per lockouts in post-reform period. In private sector workers involved per disputes and workers involved per strikes increased in post-reform period.

4.1-8 MANUFACTURE OF OTHER TEXTILES (172)

The share of this industry in the total disputes in manufacturing sector has increased (number, mandays lost and workers involved) as is given table B.1. The breakup of the data shows that in all sectors strikes declined in number but increased in mandays lost (29.0 percent in pre-reform period to 55.7 percent in post-reform period) and workers involved (table B.2). Few strikes were causing more loss of mandays and
involving more workers in post-reform period. The same trend was observed in private sector (table B.7). More than 99 percent of the disputes happened in private sector in post-reform period and caused more loss of mandays and involved more workers in strikes (table B.4). There were no lockouts in public sector in post-reform period (tables B.5 and B.6).

In all sectors particularly in private sector, social intensity of disputes, strikes and lockouts increased in post-reform period (tables B.8 and B.9). The individual intensity of strikes and lockouts also increased in all sectors in post-reform period. In private sector there was an increase in individual intensity of lockouts (table B.12). Table B.9 shows that workers involved per disputes and workers involved per strikes increased in post-reform period in all sectors. The same trend was observed in public and private sectors (table B.10).

4.1-9 MANUFACTURE OF KNITTED AND CROCHETED FABRICS AND ARTICLES (173)

The share of this industry in the total number of disputes in manufacturing has gone up from 0.5 percent to 0.9 percent (table B.1). Strikes had a major share in total number of disputes and total workers involved in disputes in both pre and post-reform periods in all sectors. But its share declined in the latter period indicating a rise in the share of lockouts (table B.2). Lockouts caused more loss of mandays in pre (68.3 percent) reform period and its share declined in post-reform period in the same sector (48.7 percent). This indicates that after the introduction of reforms strikes caused more loss of mandays. The same trend is observed in private sector (table B.7). Private sector had a major share in disputes in both pre and post reform periods (number, mandays lost and workers involved) but there was an increase in the share of public sector in mandays lost and workers involved in disputes in post-reform period. There were no lockouts in public sector in pre and post-reform periods (table B.5).

Table B.8 shows that individual intensity of disputes and strikes have increased in post-reform period in all sectors. The workers involved per disputes and workers
involved per strikes have increased in public sector (table B.10). Tables B.11 and B.12 show that the social as well as the individual intensities of disputes and strikes have increased in public sector in post-reform period and there was a rise in individual intensity of strikes in private sector in the same time period.

4.1-10 MANUFACTURE OF WEARING APPAREL, EXCEPT FUR APPAREL (181)

The share of the disputes in this industry to total number of disputes in manufacturing has increased from 0.7 percent in pre-reform period to 1.6 percent in the post-reform period (table B.1). The breakup of the data reveals that the share of strikes in the total number of disputes has gone up from 69.2 percent in pre-reform period to 78.3 percent in post-reform period in all sectors. The same trend was observed in mandays lost and workers involved (table B.2). Private sector revealed the same trend (table B.7). Public sector accounted for only 4.3 percent of the total number of disputes in pre-reform periods and it was reduced to zero in post-reform period. Even in mandays lost and workers involved the same trend was visible. This reflects better performance by public sector in this industry.

Table B.8 reveals that the social intensity of disputes increased from 8,352 days in pre-reform period to 14,061 days in post-reform period in all sectors. The same trend was noticed in social intensity of strikes and lockouts. The table further reveals that the individual intensity of disputes (41 days in pre-reform period to 51 days in post-reform period) and strikes (13 days in pre-reform period to 42 days in post-reform period) increased in post-reform period in all sectors. The same trend was observed in private sector (tables B.11 and B.12). Workers involved per disputes, workers involved per strikes and workers involved per lockouts increased in post-reform period in all sectors particularly in private sector as is given in table B.9 and B.10.
4.1-11 TANNING AND DRESSING OF LEATHER AND MANUFACTURE OF LUGGAGE HANDBAGS, SADDLER AND HARNESS INDUSTRY (191)

The share of disputes in this industry to total disputes in manufacturing sector has declined marginally in post-reform period (table B.1). In this industry more strikes occurred in both pre and post-reform periods in all sectors particularly in private sector. However, few lockouts were causing more loss of mandays in private sector and in all sectors in post reform period (table B.2). There was an increase in workers involved per lockouts in post-reform period (table B.7). Table B.3 shows that in pre-reform period private sector had a major share in total disputes (number/mandays lost/workers involved). Since there were no disputes in public sector in post-reform period, therefore, all the disputes in this period are on account of private sector.

Social intensity of disputes, strikes and lockouts has fallen in post-reform period in all sectors (table B.8). The same trend was reflected in private sector (table B.11). Individual intensity of disputes (20 days in pre-reform period to 34 days in post-reform period) and strikes (11 days in pre-reform period to 26 days in post-reform period) increased in post-reform period in all sectors. Private sector revealed similar trend.

4.1-12 MANUFACTURE OF FOOTWEAR (192)

The share of number of disputes of this industry in total manufacturing sector increased in post-reform period as is revealed by table B.1. The breakup of the data shows that in pre-reform period few lockouts occurred (31.9 percent), which caused more loss of mandays (81.5 percent), and involved more workers (67 percent) in all sectors whereas in post-reform period strikes caused more loss of mandays (72.4 percent) and involved more workers (83 percent) in the same sector (table B.2). The same trend was observed in private sector (table B.7). The sector wise break up reveals that private sector held major share in disputes and strikes in pre and post-reform periods (table B.3 and B.4). There were no lockouts in public sector in this industry (table B.5).
Social intensity of disputes (15,453 days in pre-reform period and 17,478 days in post-reform period) and strikes (5,530 days in pre-reform period and 17,979 days in post-reform period) increased in post-reform period in all sectors (table B.8). The individual intensity of disputes, strikes and lockouts increased in post-reform period in the same sector. The same trend is noticed in private sector (tables B.11 and B.12). Workers involved per strikes increased in post-reform period in all sectors and in private sector (tables B.9 and B.10).

4.1-13 SAW MILLING AND PLAINING OF WOOD INDUSTRY (201)

In post-reform period the share of lockouts to total number of disputes increased and that of strikes declined in all sectors (table B.2). The same trend is visible in workers involved. However, the rise was much sharper in the case of mandays lost (7.4 percent in pre-reform period to 94.4 percent in post-reform period). The private sector is also following the same trend (table B.7). In the pre-reform period private sector held major share in disputes but in post-reform period it occupied full share as there were no disputes in public sector (table B.3). There were no lockouts in public sector in pre-reform period (tables B.5 and B.6).

Tables B.8 and B.11 indicate that social and individual intensity of disputes and lockouts increased in post-reform period in all sectors particularly in private sector. Workers involved per lockout also increased in private sector and in all sectors in post-reform period (table B.10).

4.1-14 MANUFACTURE OF PRODUCTS OF WOOD, CORK, STRAW AND PLAITING MATERIALS (202)

A rise was observed in the share of disputes of this industry to total number of disputes in the manufacturing sector in post-reform period. In all sectors the share of number of lockouts has increased from 24.4 percent in pre-reform period to 48.7 percent in post-reform period and the share of strikes declined. The same trend is observed in mandays lost and workers involved (table B.2). The private sector is also
following the same trend (table B.7). Table B.3 shows that in pre-reform period private sector had major share in total disputes (number, mandays lost and workers involved) and in post-reform period there were no disputes in public sector (tables B.5 and B.6). Hence, in post-reform period private sector is fully responsible for disputes.

Tables B.8, B.11 and B.12 show that social and individual intensities of disputes and lockouts increased in post-reform period in all sectors particularly in private sector. Workers involved per disputes, worker involved per strikes and worker involved per lockouts have increased in post-reform period in all sectors and in private sector (tables B.9 and B.10).

4.1-15 MANUFACTURE OF PAPER AND PAPER PRODUCTS (210)

In paper and paper products industry there was a decline in the share of the number of disputes in this industry to total disputes in the manufacturing sector (table B.1). The same trend is reflected in mandays lost and workers involved. The division of the data reveals that more strikes took place in private sector and in all sectors in post-reform period but more mandays were lost due to lockouts in the same time period (85.2 percent in pre-reform period to 77.3 percent in post-reform period). However, the share of strikes did increase in mandays lost in post-reform period. More workers were involved in lockouts in post-reform period (table B.2). The sector wise division of the data shows that private sector accounted for majority of disputes in both pre and post-reform periods (number, mandays lost and workers involved). The private sector had majority share in lockouts in both pre and post-reform periods still in public sector there was a rise in share of lockouts (number, mandays lost and workers involved) (table B.5).

The social and individual intensities of disputes and strikes have gone up in all sectors specifically in private sector. In public sector social and individual intensities of disputes, strikes and lockouts increased. The workers involved in lockouts increased in all sectors (342,000 in pre-reform period to 394,000 in post-reform period), private sector (344,000 in pre-reform period to 399,000 in post-reform period) and in public
sector (180,000 workers in pre-reform period to 185,000 workers in post-reform period).

4.1-16 PUBLISHING INDUSTRY (221)

There was a decline in the share of disputes in this industry to total disputes in manufacturing sector (number and mandays lost) (table B.1). There were no disputes in public sector in pre and post-reform periods. Table B.2 shows that in all sectors specifically in private sector the share of strikes to total number of disputes declined in post-reform period and the share of number of lockouts increased from 25.0 percent in pre-reform period to 45.0 percent in post-reform period. The share of strikes in mandays lost declined drastically from 91.0 percent pre-reform period to 6.9 percent in post-reform period and the share of lockouts increased (9.0 percent in pre-reform period to 93.1 percent in post-reform period). The same trend was observed in workers involved.

Table B.8 reveals that in private sector, the social and the individual intensities of disputes and lockouts increased in post-reform period. The same trend was visible in workers involved per disputes and workers involved per lockouts in all sectors and in private sector (table B.9 and B.10).

4.1-17 MANUFACTURE OF COKE OVEN PRODUCTS (231)

The share of disputes in this industry to total disputes in manufacturing sector has increased in post-reform period (number, mandays lost and workers involved). More strikes took place in all sectors in pre (55.2 percent) and post-reform periods (63.2 percent) and more workers were involved in strikes but the share of lockouts in mandays lost increased from 11.8 percent in pre-reform period to 45.0 percent in post-reform period. The private sector is also following the same trend (table B.7). Table B.3 shows the sector wise break up of disputes in number, mandays lost and workers involved. It shows that in pre and post-reform periods, private sector had the majority share but in post-reform period the share of public sector in number (2.6 percent in
pre-reform period to 5.3 percent in post-reform period) and workers involved (14 percent workers in pre-reform period to 17 percent workers in post-reform period) has increased. There were no lockouts in public sector in pre and post-reform periods.

Tables B.8, B.11 and B.12 show that in all sectors particularly in private sector, the social and the individual intensities of disputes, strikes and lockouts have gone up in post-reform period. Public sector also experienced a rise in the social intensity of disputes and strikes. The workers involved per disputes / strikes/ lockouts increased in all sectors specifically in private sector (table 4.9 and 4.10) whereas in public sector the workers involved per disputes and workers involved per strikes increased in post-reform period.

4.1-18 MANUFACTURE OF REFINED PETROLEUM PRODUCTS (232)

This industry experienced a decline in its share (number and mandays lost) in total disputes in manufacturing sector but its share in workers involvement in disputes increased in post-reform period (table B.1). The breakup of the data reveals that in all sectors more strikes took place in pre and post-reform periods but it declined in the latter period (82.4 percent in pre-reform period and 72.2 percent in post-reform period). Lockouts had a major share in mandays lost in pre (81.2 percent) and post-reform periods (90.4 percent). More workers were involved in strikes than lockouts in post-reform period (table B.2). Table B.3 reveals that in pre-reform period more disputes took place in private sector but in post-reform period more disputes occurred in public sector (61 percent). The same trend was observed in the workers involved. However, private sector caused more loss of mandays in pre and post-reform periods. Private sector had a major share in strikes in pre-reform period (number, mandays lost and workers involved) and in post-reform period, public sector had a major share in strikes (number, mandays lost and workers involved). However, there were no lockouts in public sector in pre and post-reform periods (table B.5). Within the private sector more strikes took place and more workers were involved in strikes in pre-reform period whereas in post-reform period, more lockouts took place in private sector and these involved more workers. However, lockouts had a major share in the mandays lost in this sector in both pre and post-reform periods (table B.7).
In all sectors specifically in private sector, social intensity of disputes and intensity of lockouts increased in post-reform period (tables B.8, B.11 and B.12). The number of workers involved per disputes and worker involved per strikes has increased in reform period in all sectors specifically in public sector (table B.9 and B.1). Table B.9 reveals that the workers involved per strikes and lockouts increased in all sectors. The same trend was observed in private sector (table B.7). The sector wise fragmentation reveals that private sector had a major share in disputes in post-reform period and there were no lockouts in public sector in post-reform period.

Social intensity of disputes, strikes and lockouts and individual intensity and lockouts increased in post-reform period in all sectors (table B.8 and B.12). Table B.9 reveals that the workers involved per strikes and increased in all sectors. The same trend was observed in private sector (table B.7). The sector wise fragmentation reveals that private sector had a major share in disputes in post-reform period and there were no lockouts in public sector in post-reform period.

4.1-19 MANUFACTURE OF BASIC CHEMICALS (241)

In this industry the share of disputes to total number of disputes in sector declined in post-reform period but its share increased in total number of disputes (table B.1). In all sectors strikes had a major share in total number of disputes and post-reform periods but in post-reform period the share of lockouts increased (22.2 percent in pre-reform period and 33.5 percent in period) (table B.2). However, in pre-reform period strikes and lockouts had a major share in total number of disputes but in post-reform period the share of lockouts increased (50.0 percent in pre-reform period and 73.9 percent in period) and that of strikes declined. More workers were involved in strikes and post-reform periods but this share decreased in the latter period. The same trend was observed in private sector (table B.7). The sector wise fragmentation reveals that private sector had a major share in disputes in post-reform period (number, mandays lost and workers involved). The same trend was noticed and there were no lockouts in public sector in post-reform period.
There was an increase in the share of disputes in this industry to total number of disputes in the manufacturing sector (4.4 percent in pre-reform to 6.2 percent in post-reform period). Table B.2 reveals that strikes had a major share in number in pre and post-reform periods but the share of lockouts increased from 35.2 percent in pre-reform period to 41.4 percent in post-reform period in all sectors. Lockouts had a major share in mandays lost in pre and post-reform periods but in post-reform period the share of lockouts decreased from 82.0 percent in pre-reform period to 79.9 percent in post-reform period in the same sector indicating a rise in the share of strikes. There was a rise in workers involved per strikes in post-reform period in all sectors. The sector wise breakup of the data shows that private sector had majority share in number, mandays lost and workers involved in disputes. More lockouts took place in private sector and these caused more loss of mandays in post-reform period (table B.5). More workers were involved in lockouts in private sector in pre and post-reform periods but the share of public sector in this variable increased from 6 percent in pre-reform period to 12 percent in post-reform period. Within the public sector (table B.6) the share of number of strikes increased and that of lockouts decreased in post-reform period but lockouts caused more loss of mandays in pre and post-reform periods (55.2 percent in pre-reform period to 65.0 percent in post-reform period). The involvement of the workers in lockouts increased in public sector in post-reform period (30 percent in pre-reform period and 48 percent in post-reform period). In private sector the share of number of strikes declined (64.6 percent in pre-reform to 57.8 percent in post-reform period) and that of lockouts increased (35.4 percent in pre-reform period to 42.2 percent in post-reform period). However, the share of lockouts in mandays lost and workers involved declined in private sector and that of strikes increased.

In private sector the social intensity of strikes and the individual intensity of lockouts increased in post-reform period (tables B.11 and B.12). Workers involved per strikes increased in all sectors (188,000 workers in pre-reform period to 211,000 workers in post-reform period) (table B.9). The sector wise fragmentation of the data shows that workers involved per dispute and workers involved per lockouts increased in post-reform period in public sector and workers involved per strikes increased in the same time period in private sector (table B.10).
**4.1-21 MANUFACTURE OF RUBBER PRODUCTS (251)**

The share of disputes of this industry in total disputes in manufacturing sector has increased in post-reform period (number / mandays lost / workers involved) (table B.1). The division of the data shows that in all sectors lockouts increased in number, caused increased loss of mandays and involved more workers in pre (37 percent) and post-reform periods (52 percent) (table B.2). The same trend was observed in private sector (table B.7). The sector wise breakup (table B.3) of the data reveals that private sector had a major share in pre and post-reform periods (number, mandays lost and workers involved) but in the public sector disputes increased in post-reform period. The same trend is visible in the share of strikes in public and private sectors (table B.4). However, there were no lockouts in public sector in pre-reform period but in post-reform period lockouts increased in public sector (table B.5) and these lockouts claimed a major share in mandays lost in public sector (64.3 percent in post-reform period) (table B.6).

In all sectors, social and the individual intensities of disputes and lockouts increased in post-reform period as is revealed by table B.8. The private sector reflected the same trend (tables B.11 and B.12). In public sector the social intensity of lockouts and the individual intensity of disputes and lockouts increased. In all sectors and in private sector, the workers involved per disputes, strikes and lockouts increased in post-reform period (table B.9) Even in public sector the workers involved per lockouts increased (table B.10).

**4.1-22 MANUFACTURE OF PLASTIC PRODUCTS (252)**

The main findings of this industry reveal that in all sectors and specifically in private sector more strikes occurred in pre and post-reform periods and involved more workers in the same time periods but the share of lockouts increased in these variables in post-reform period. Lockouts had a major share in mandays lost in pre and post-reform periods (81.6 percent in pre-reform period and 78.1 percent in post-reform period) but there was a decline in its share in post-reform period (tables B.2 and B.7). This indicates that in post-reform period few lockouts caused more loss of mandays.
The sector wise breakup reveals that private sector had main share in disputes in both pre and post-reform periods and this share increased further in post-reform period (number, mandays lost and workers involved) (table B.3). There were no lockouts in public sector in this industry in pre and post-reform periods (table B.5).

Tables B.8, B.11 and B.12 show that in all sectors specifically in private sector, social intensity of disputes, strikes and lockouts have increased in post-reform period and the individual intensity of disputes and strikes increased in private sector. In public sector social and individual intensities of disputes and strikes increased in post-reform period. The workers involved per disputes, workers involved per strikes and workers involved per lockouts has increased in all sectors (table B.9). The same trend was reflected in private sector (table B.10).

4.1-23 MANUFACTURE OF GLASS AND GLASS PRODUCTS (261)

In this industry in all sectors (table B.2) the share of number of strikes declined and the share of lockouts (45.0 percent in pre-reform period and 49.5 percent in post-reform period) to total number of disputes increased in post-reform period. Lockouts had a major share in the total mandays lost in pre and post-reform periods and this increased further in the latter period but more workers were involved in strikes in pre (55 percent) and post-reform periods (69 percent) as compared to lockouts in all sectors. The same trend was observed in private sector (table B.8). Table B.3 and B.4 reveals that there were no disputes in public sector in pre-reform period but in post-reform period lockouts increased in public sector.

Social and individual intensities of disputes and lockouts increased in post-reform period in all sectors (table B.8). Similar trend was observed in public and private sectors (tables B.11 and B.12). Workers involved per disputes (477,000 workers in pre-reform and 660,000 workers in post-reform period) and workers involved per strikes (444,000 workers in pre-reform period and 906,000 workers in post-reform period) have increased in post-reform period in all sectors (table B.9). The same trend was observed in private sector (table B.10). In public sector due to the increase in
workers involved per lockout in post-reform period a rise was noticed in the workers involved per dispute.

4.1-24 MANUFACTURE OF NON- METALLIC MINERAL PRODUCTS NOT ELSEWHERE CLASSIFIED (269)

The share of the disputes in this industry to total disputes in manufacturing sector has decreased (number and workers involved) and its share in total mandays lost increased in the post-reform period (table B.1). More strikes occurred and more workers were involved in these in both pre and post-reform periods in all sectors but the share of lockouts increased in the same variables in post-reform period. Further, the share of lockouts in mandays lost increased from 40.1 percent in pre-reform period to 67.5 percent in post-reform period. Thus, there is more loss of mandays on account of lockouts in post-reform period (table B.2). Private sector also reflected the same trend (table B.7). The sector wise division of the data shows that private sector had major share in disputes (number, mandays lost and workers involved) in pre and post-reform periods (table B.3). But the share of public sector in mandays lost increased in post-reform period. The same trend was observed in the shares of public and private sectors in strikes (table B.4). It was also observed that the share of public sector increased in mandays lost and workers involved in lockouts in post-reform period (table B.5). Within the public sector more lockouts occurred and caused more loss of mandays in post-reform period (table B.6).

In all sectors, social intensity of disputes, strikes and lockouts increased in post-reform period (table B.8). The individual intensity of disputes (33 days in pre-reform period to 56 days in post-reform period) and lockouts (74 days in pre-reform period to 154 days in post-reform period) increased in post-reform period in all sectors. In public sector, social intensity of disputes and strikes increased but in private sector the social intensity of disputes and lockouts has increased in post-reform period. The individual intensity of disputes, strikes and lockouts have increased in public sector in post-reform period whereas in private sector the individual intensity of disputes and lockouts increased in the same time period (table B.12). Tables B.9 and B.10 show that in all sectors particularly in private sector workers involved per disputes and
worker involved per strikes increased. In public sector workers involved per strikes increased (table B.10).

4.1-25 MANUFACTURE OF BASIC IRON AND STEEL INDUSTRY (271)

Basic iron and steel industry experienced a decline in its share in total disputes in manufacturing sector (number, mandays lost and workers involved) (table B.1). Table B.2 shows that more lockouts took place (36.8 percent in pre-reform period and 60.5 percent in post-reform period) and these caused more loss of mandays in post-reform period in all sectors (63.6 percent in pre-reform period and 83.7 percent in post-reform period). The same trend was observed in private sector (table B.7). The share of public sector in disputes has gone down (number and workers involved) and that of private sector has increased in post-reform period. The share of public sector in mandays lost increased only marginally in the same time period (table B.3). Table B.4 reveals that in pre-reform period there was more participation by the workers in strikes in public sector but in post-reform period more workers participated in strikes in private sector. Within public sector the share of lockouts increased in number, mandays lost and workers involved (table B.6).

Social intensity of disputes and individual intensity of disputes and lockouts increased in post-reform period in all sectors (table B.8). Private sector revealed similar trend (table B.11 and B.12). In public sector the social and the individual intensities of disputes, and lockouts increased in post-reform period. Table B.10 shows that in private sector the workers involved per disputes and workers involved per strikes increased.

4.1-26 MANUFACTURE OF BASIC PRECIOUS AND NON FERROUS METALS (272)

The share of disputes in this industry to total number of disputes in manufacturing sector has declined from 1.5 percent in pre-reform period to 1.2 percent in post-reform period. Similar trend was observed in workers involved but its share increased
in total mandays lost in manufacturing sector in post-reform period. In all sectors, the share of strikes to total number of disputes has increased from 69.3 percent in pre-reform period to 73.3 percent in post-reform period and that of lockouts declined. However, lockouts had a major share in mandays lost in both the periods and it increased further in latter period (table B.2) in all sectors. Thus, few lockouts caused more loss of mandays. Strikes had a major share in workers involved in both pre and post-reform periods but its share decreased and the share of lockouts increased in the latter period. Table B.3 reveals that the share of number of disputes in public sector increased from 11.1 percent in pre-reform period to 21.9 percent in post-reform period but these disputes caused a very high level of mandays lost in post-reform period (18.0 percent in pre-reform period and 57.2 percent in post-reform period) and the involvement of workers also increased in public sector in post-reform period. Thus, in this industry public sector outweighed the private sector (table B.3). Private sector had a major share in strikes (number and mandays lost) in post-reform period but more workers were involved in strikes in public sector (table B.4). Table B.5 shows that private sector had a major share in lockouts but lockouts in public sector caused more loss of mandays and involved more workers than the private sector.

Social and individual intensities of disputes, strikes and lockouts have increased in post-reform period in all sectors (table B.8). Similar trend was observed in private sector (table B.11). In public sector social intensity of disputes and strikes and individual intensity of disputes, strikes and lockouts increased in post-reform period. In all sectors particularly in private sector, workers involved per lockouts has increased in post-reform period but in public sector the worker involved per strikes increased in the same time period (tables B.8 and B.9).

4.1-27 MANUFACTURE OF STRUCTURAL METAL PRODUCTS, TANKERS, RESERVOIRS AND STEAM GENERATORS (281)

The share of disputes of this industry to total disputes in the manufacturing sector has declined (number and mandays lost) but its share in total mandays lost in manufacturing sector has increased as is given in table B.1. Out of the total disputes in this industry strikes had a major share in pre-reform period (number and workers
involved) but in post-reform period more lockouts took place (34.0 percent in pre-reform period and 50.5 percent in post-reform period) and these involved more workers in all sectors (39 percent in pre-reform period and 50 percent in post-reform period) (table B.2). However, lockouts had a major share in total mandays lost in pre-reform period (71.7 percent) and this increased further to 77.8 percent in post-reform period in the same sector. The same trend was observed in private sector (table B.7). Table B.3 shows the sector wise breakup of disputes. More disputes occurred in private sector and this increased further in post-reform period (98.5 percent in pre-reform period to 99.0 percent post-reform period). The same trend was observed in mandays lost and workers involved. In public sector only lockouts took place in pre-reform period and only strikes took place in post-reform period.

In all sectors particularly in private sector the social and individual intensities of disputes, strikes and lockouts increased in post-reform period (tables B.8, B.11 and B.12). In public sector there was a rise in social and individual intensities of strikes in post-reform period. Tables B.9 and B.10 show that workers involved per strikes increased in all sectors. The same trend was observed in private and public sectors.

**4.1-28 MANUFACTURE OF OTHER FABRICATED METAL PRODUCTS, METAL WORKING SERVICE ACTIVITIES (289)**

There is an increase in the share of disputes in this industry to total disputes in manufacturing sector (number, mandays lost and workers involved). In this industry the share of number of strikes declined from 64.6 percent in pre-reform period to 56.7 percent in post-reform period and the share of lockouts increased in the same time periods in all sectors. However, lockouts had a major share in total mandays lost in this industry in both the periods but this share declined in post-reform period. More workers were involved in strikes in both the periods which increased further in latter period. The same trend is observed in private sector (table B.7). Tables B.3 and B.4 show that the private sector had a major share in disputes and strikes in both pre and post-reform periods. In pre-reform period there were no lockouts in public sector but after the reforms even public sector witnessed the start of lockouts.
Social intensity of disputes and strikes and the individual intensity of disputes, strikes and lockouts increased in post-reform period in all sectors (table B.8). Workers involved per dispute and workers involved per strikes increased in all sectors in post-reform period (table B.9). The same trend was observed in private sector (table B.10). In public sector workers involved per lockouts increased. Tables B.11 and B.12 show that in public sector social and individual intensities of lockouts increased in post-reform period. In private sector, social intensity of disputes and strikes and individual intensity of strikes and lockouts increased in the same time period.

4.1-29 MANUFACTURE OF GENERAL PURPOSE MACHINERY (291)

The share of disputes in this industry to total number of disputes increased from 0.8 percent in pre-reform period to 2.1 percent in post-reform period. The same trend was noticed in mandays lost and workers involved. In this industry more strikes took place in both pre and post-reform periods but its share declined in the latter period in all sectors. Lockouts had a major share in mandays lost and workers involved in this industry in both the periods. Thus, in this industry few lockouts were causing more loss of mandays and involving more workers (table B.2). Private sector had major share in number and workers involved in disputes in both pre and post-reform periods. There was a marginal rise in the share of public sector in total mandays lost from 0.4 percent in pre-reform period to 1.2 percent in post-reform (table B.3). Table B.5 shows that there were no lockouts in public sector in pre-reform period but in post-reform period, the incidence of lockouts increased in public sector. However, private sector had a major share in lockouts in both the periods. Within the private sector (table B.7) strikes had a major share in total number of disputes in pre and post-reform periods (67.6 percent in pre-reform and 68.0 percent in post-reform period). Lockouts had a major share in total mandays lost in both the periods but there was a decline in the latter period (83.6 percent in pre-reform period to 79.3 percent in post-reform period). The same trend was visible in workers involved.

Tables B.8, B.11 and B.12, show that in all sectors particularly in private sector, social and individual intensities of disputes, strikes and lockouts increased in post-reform period whereas in public sector social and individual intensities of lockouts
augmented. Further in all sectors workers involved per strikes increased in post-reform period and the same trend was observed in private sector (tables B.9 and B.10). In public sector there was rise in workers involved per lockouts in post-reform period.

4.1-30 MANUFACTURE OF SPECIAL PURPOSE MACHINERY (292)

The share of this industry to the total number of disputes in the manufacturing sector has declined in post-reform period from 9.8 percent in pre-reform period to 5.4 percent in post-reform period (table B.1). Similar trend was observed in mandays lost and workers involved. The breakup of the data shows that the share of strikes to total number of disputes in all sectors has declined marginally from 77.8 percent in pre-reform period to 77.3 percent in post-reform period. However, lockouts caused more loss of mandays in this industry in both the periods but more workers were involved in strikes in post-reform period. Similar trend was visible in private sector (table B.7). The sector wise segmentation of the data shows that private sector had the major share in disputes (number, mandays lost and workers involved) but there was a marginal increase in the share of public sector in number and mandays lost. However, a sharp rise was observed in the share of public sector in workers involved in disputes in post-reform period. The same trend was evident in strikes (tables B.4 and B.5). Within the public sector strikes had a major share in disputes (number, mandays lost and workers involved) in pre and post-reform periods but the share of lockouts increased in number and mandays lost in the latter period.

In all sectors, social intensity of disputes, strikes and lockouts and individual intensity of lockouts increased in post-reform period (table B.8). Similar trend was evident in public and private sectors (tables B.11 and B.12). Table B.9 reveals that in all sectors particularly in private sector, workers involved per disputes and workers involved per strikes increased in post-reform period. However, in public sector there was an increase in workers involved per disputes, strikes and lockouts (table B.10).
4.1-31 MANUFACTURE OF OFFICE, ACCOUNTING AND COMPUTING MACHINERY (300)

There was a decline in the share of this industry to total disputes in manufacturing sector in post-reform period (number and workers involved) but it’s share increased in total mandays lost (table B.1). In all sectors, the share of number of strikes declined from 80.0 percent in pre-reform period to 68.0 percent in post-reform period but lockouts had a major share in total mandays lost in both the periods and this increased further in post-reform period (63.5 percent in pre-reform period and 95.3 percent in post-reform period). More workers were involved in lockouts in post-reform period (table B.2). Similar trend was observed in private sector (table B.7). The sector wise break up shows that in pre-reform period only 6.7 percent of the total disputes took place in public sector but these grabbed a major share from the total mandays lost in pre-reform period (52.0 percent). However, in post-reform period there were no disputes in public sector and as a result private sector accounted for total disputes in post-reform period (table B.3).

A rise was also observed in social intensity of disputes and lockouts and in individual intensity of disputes, strikes and lockouts in all sectors in post-reform period (table B.8). Private sector also reflected the same trend (tables B.11 and B.12). In private sector, workers involved per disputes and workers involved per lockouts increased in post-reform period (table B.10).

4.1-32 MANUFACTURE OF ELECTRIC MOTORS, GENERATORS AND TRANSFORMERS AND MANUFACTURE OF ELECTRICITY DISTRIBUTION AND CONTROL APPRATUS (311)

The share of the disputes of this industry to total disputes in the manufacturing sector has decreased in number, mandays lost and workers involved (table B.1). In this industry strikes increased in number (63.4 percent in pre-reform period and 66.4 percent in post-reform period) and involved more workers (66.6 percent in pre-reform period and 84.2 percent in post-reform period) but few lockouts caused more loss of mandays in post-reform period in all sectors (table B.2). Similar trend was evident in
private sector (table B.7). Table B.3 illustrates that private sector had a major share in disputes (number, mandays lost and workers involved) but there was an increase in the share of public sector in number and workers involved in disputes in post-reform period. Similar trend was observed in the shares of public and private sectors in strikes. In post-reform period there were no lockouts in public sector.

In all sectors particularly in private sector, social intensity of disputes, strikes and lockouts declined in post-reform period (tables B.8, B.11 and B.12). But in all sectors, individual intensity of lockouts increased. Public sector also revealed a rise in the social intensity of strikes. Table B.9 shows that in all sectors and in public sector, workers involved per dispute and workers involved per strikes increased in post-reform period.

4.1-33 MANUFACTURE OF INSULATED WIRE AND CABLE (313)

This industry also showed a decline in its share in total number, mandays lost and workers involved in disputes in manufacturing sector (table B.1). More strikes took place in this industry in pre and post-reform periods but its share declined in the latter period in all sectors (59.5 percent in pre-reform period and 56.0 percent in post-reform period). Lockouts caused more loss of mandays (88.3 percent in pre-reform period and 84.3 percent in post-reform period) and involved more workers in both pre and post-reform periods (table B.2). The same trend was observed in the private sector (table B.7). Public sector had a very low share in disputes (number, mandays lost and workers involved) in pre-reform period (table B.3) and there were no disputes in the public sector in post-reform period (tables B.5 and B.6).

The social and individual intensity of disputes, strikes and lockouts increased in all sectors specifically in private sector in post-reform period (tables B.11 and B.12). Workers involved per strikes and workers involved per lockouts increased in all sectors in post-reform period (table B.9). Private sector also reflected similar trend (table B.10).
4.1-34 MANUFACTURE OF ACCUMULATORS, PRIMARY CELLS AND PRIMARY BATTERIES (314)

There was a decline in the share of this industry in total disputes in manufacturing sector (number / mandays lost / workers involved) in post-reform period (table B.1). The breakup of the data shows that lockouts increased in number (from 42.5 percent in pre-reform period and 60.0 percent in post-reform period), caused more loss of mandays (87.0 percent in pre-reform period and 80.4 percent in post-reform period) and involved more workers (61 percent in pre-reform period and 65 percent in post-reform period) in all sectors. Private sector is following the same trend (table B.7). There were no disputes in public sector in pre and post-reform periods (table B.3).

Tables B.8 and B.11 show that in all sectors specifically in private sector, social intensity of disputes (26785 days in pre-reform period to 29158 days in post-reform period) and strikes (6748 days in pre-reform period to 14295 days) increased in post-reform period. Further, in private sector workers involved per strikes, workers involved per lockouts and workers involved per disputes increased in post-reform period (table B.10).

4.1-35 MANUFACTURE OF ELECTRIC LAMPS AND LIGHTING EQUIPMENT (315)

A decline was observed in the share of this industry in total disputes in manufacturing sector in post-reform period (tables B.1). In this industry the share of strikes to total number of disputes was 62.1 percent in pre-reform period which declined to 60.0 percent in post-reform period (table B.2). There was more loss of mandays on account of lockouts in pre-reform period (85.5 percent) but it declined in the post-reform period to 66.4 percent. Further, lockouts had a major share in workers involved in disputes in pre-reform period (60.2 percent) but in post-reform period strikes had a major share (56.3 percent) in the same variable. Similar trend was evident in private sector (table B.7). There were no disputes in public sector in pre-reform period but after the introduction of reforms, strikes took place in this sector (table B.3). Private sector had major share in disputes in post-reform period (tables B.3, B.4 and B.5).
Social intensity of strikes revealed a rising trend in post-reform period in all sectors particularly in private sector (tables B.8 and B.11). Public sector showed an upward trend in social and individual intensities of disputes and strikes in post-reform period. Tables B.9 and B.10 show that workers involved per disputes and worker involved per strikes increased in all sectors particularly in public sector. In private sector workers involved per strikes also increased.

4.1-36 MANUFACTURE OF OTHER ELECTRICAL EQUIPMENT (319)

A decline was observed in the share of this industry in total disputes in manufacturing sector (number / mandays lost / workers involved) (table B.1). In all sectors, table B.2 shows that strikes had a major share in total number of disputes in both the periods but there was a decline in its share in post-reform period (76.3 percent in pre-reform period to 75.0 percent in post-reform period) indicating an increase in the occurrence of lockouts (table B.2). In pre-reform period strikes caused less loss of mandays (33.9 percent) but in the post-reform period more mandays were lost due to strikes (55.9 percent). However, more workers were involved in strikes in both pre and post-reform periods (67.3 percent in pre-reform period and 79.4 percent in post-reform period). The same trend was observed in private sector (table B.7). Private sector had a major share in disputes (number, mandays lost and workers involved) in pre and post-reform periods. Further, there were no lockouts in the public sector (tables B.3 and B.5).

Tables B.8, B.11 and B.12 show that social and individual intensities of strikes increased in all sectors particularly in private sector in post-reform period. Further, workers involved per strikes also increased in all sectors in post-reform period (table B.9).

4.1-37 MANUFACTURE OF ELECTRONIC VALVES AND TUBES AND OTHER ELECTRONIC COMPONENTS (321)

The share of disputes of this industry to total disputes in manufacturing (number, workers involved) has increased in post-reform period (table B.1). The division of the
data in strikes and lockouts shows that the share of strikes to total number of disputes has remained greater than lockouts in both pre and post-reform periods but it declined in the latter period in all sectors (82.5 percent in pre-reform period to 62.8 percent in post-reform period) (table B.2). Likewise, the share of mandays lost in strikes decreased from 65.1 percent in pre-reform period to 35.2 percent in post-reform period and the share of lockouts increased. However, more workers were involved in strikes in post-reform period. Similar trend was observed in private sector (table B.7). Table B.3 reveals that the private sector had a major share in disputes (number and mandays lost) in both pre and post-reform periods but the share of public sector in mandays lost in disputes increased in the latter period. More workers participated in private sector disputes in pre-reform period (92 percent) whereas in post-reform period, more workers participated in disputes in public sector (80 percent). The same trend was observed in the share of public and private sector in total strikes (table B.4). There were no lockouts in public sector (table B.5).

Social intensity of the disputes increased in post-reform period in all sectors (table B.8). Similar trend was evident in private sector (table B.11). In public sector social intensity of disputes and strikes increased in post-reform period. Tables B.9 and B.10 reveal that in all sectors particularly in private sector, workers involved per disputes, workers involved per strikes and workers involved per lockouts increased whereas in public sector there was an increase in workers involved per disputes and workers involved per strikes.

4.1-38 MANUFACTURE OF TELEVISION AND RADIO TRANSMITTERS AND APPRATUS FOR LINE TELEPHONY AND LINE TELEGRAPHY (322)

More strikes took place in both pre and post-reform periods in this industry (74.6 percent in pre-reform period and 74.2 percent in post-reform period) but more mandays were lost on account of lockouts in pre-reform period in all sectors (81.4 percent). However, in post-reform period more mandays were lost due to strikes in the same sector (52.5 percent) (table B.2). Strikes had a major share in workers involved in total disputes in pre and post-reform periods and it increased further in the latter period in all sectors. The sector wise breakup shows that private sector had a major
share in total number of disputes in pre and post-reform periods and its share accentuated further in post-reform period. Public sector accounted for 67 percent of the total mandays lost in this industry in pre-reform period but in post-reform period private sector accounted for 98.9 percent of the total mandays lost in disputes. The same trend was observed in workers involved (table B.3). The sectoral division of the strikes data also reveals the same trend (table B.4). There were no lockouts in public sector in post-reform period. Within the private sector (table B.7) though more strikes took place in both pre and post-reform periods but in pre-reform period, more mandays were lost on account of lockouts and more workers were involved in these lockouts. However, in post-reform period both strikes and lockouts claimed equal share in mandays lost in private sector and more workers were involved in strikes in the same time period (74.5 percent).

The social intensity of disputes, strikes and lockouts have gone down but individual intensity of strikes increased in post-reform period in all sectors (table B.8). Table B.11 shows that in private sector social intensity of strikes increased from 2120 days in pre-reform period to 3741 days in post-reform period. In public sector individual intensity of strikes increased in post-reform period (table B.12). Workers involved per disputes and workers involved per strikes increased in private sector (table B.10).

4.1-39 MANUFACTURE OF MEDICAL APPLIANCES AND INSTRUMENTS

This industry experienced a decline in its share in total number of disputes in the manufacturing sector in post-reform period (table B.1). Table B.2 reveals that in all sectors, in pre-reform period, the share of number of strikes (71.1 percent) was greater than lockouts but these strikes accounted for only 7.4 percent of mandays lost and involved only 39.0 percent of the total workers involved. But in post-reform period there was a decline in the share of number of strikes but the loss of mandays on account of strikes increased (36.1 percent) and more workers were involved in strikes (66 percent) as compared to lockouts (table B.2). However, lockouts had a major share in mandays lost in both pre and post-reform periods. The same trend was observed in private sector (table B.7). Private sector had a major share in disputes
(number, mandays lost and workers involved) in pre and post-reform periods (table B.3) and it increased further, in the latter period. In public sector, more lockouts occurred and these caused more loss of mandays and involved more workers in pre-reform period. But there were no lockouts in public sector in post-reform period (table B.5).

Table B.8 shows that the social intensity of strikes increased from 855 days in pre-reform period to 3956 days in post-reform period and the individual intensity of disputes, strikes and lockouts also increased in all sectors in post-reform period. Worker involved per strike increased in all sectors in post-reform period (table B.9) and similar trend was evident in public and private sectors (table B.10). The sector wise division of the data shows that the social intensity of strikes increased in public sector in post-reform period. In private sector social intensity of disputes and strikes and individual intensity of disputes, strikes and lockouts increased (tables B.11 and B.12).

4.1-40 MANUFACTURE OF OPTICAL INSTRUMENTS AND PHOTOGRAPHIC EQUIPMENT (332)

The share of number of lockouts has increased from 33.3 percent in pre-reform period to 70.0 percent in post-reform period in all sectors. These lockouts had a major share in mandays lost in pre (76.2 percent) and (65.2 percent) post-reform periods though there is a decline in its share in latter period (table B.2). The same trend is observed in the workers involved. Private sector reflected similar trend in post-reform period (table B.7). Further, the sector wise breakup of disputes reveals that there were no disputes in pre-reform period in public sector but in post-reform period strikes increased in this sector (table B.3). Table A. 4 shows the share of each sector in total strikes in this industry. Though the share of number of strikes in (33.3 percent) public sector was less than the share of private sector (66.7 percent) but there was more loss of mandays due to strikes in public sector (71.4 percent) in post-reform period. There were no lockouts in public sector in post-reform period (table B.5).
Social intensity of disputes, strikes and lockouts increased in all sectors specifically in private sector in post-reform period (tables B.8 and B.11). A rise was also observed in social and individual intensities of disputes and strikes in post-reform period. Table B.9 and B.10 show that workers involved per dispute / strikes / lockouts increased in all sectors particularly in private sector. Workers involved per dispute and workers involved per strikes increased in public sector in post-reform period.

4.1-41: MANUFACTURE OF WATCHES AND CLOCKS (333)

More strikes took place in this industry in both periods but in post-reform period the share of lockouts in total number of disputes increased in all sectors. Further strikes had a major share in mandays lost and workers involved in disputes in pre-reform period and lockouts had a major share in both the variables in post-reform period (table B.2). Table B.3 shows that the private sector had a major share in disputes in both pre and post-reform periods. The same trend was observed in the case of strikes (table B.4) and there were no lockouts in public sector in pre and post-reform periods (table B.5). Within the private sector the share of number of lockouts was less than strikes in pre (26.7 percent) and post-reform periods (35.0 percent). Lockouts had a major share in mandays lost in pre (57.3 percent) and post-reform periods (51.4 percent) though there was a decline in its share in the latter period. More workers were involved in strikes (72.0 percent) in pre-reform period and in lockouts (72.6 percent) in post-reform period.

Table B.8 reveals a rise in the social intensity of strikes and lockouts and individual intensity of disputes and strikes in all sectors in post-reform period. Private sector reflected the same trend (tables B.11 and B.12). Public sector also revealed a rise in the individual intensity of strikes. Table B.9 shows that in all sectors worker involved per lockout increased in post-reform period. The sector wise break up shows that in private sector worker involved per disputes and worker involved per lockouts increased in post-reform period (table B.11).
4.1-42 MANUFACTURE OF MOTOR VEHICLES, TRAILERS AND SEMI TRAILERS (341)

The share of disputes of this industry to total disputes in manufacturing sector has remained constant in pre and post-reform periods (number and mandays lost) (table B.1). More strikes took place in this industry in all sectors in pre and post-reform periods (75.9 percent in pre-reform period and 62.4 percent in post-reform period) though there was a decline in its share in latter period. However, lockouts caused more loss of mandays in pre (55.5 percent) and post-reform periods (63.4 percent) but more workers were involved in strikes in the same time periods. Thus, in this industry more strikes occurred and involved more workers but lockouts caused more loss of mandays. The same trend was observed in private sector (table B.7). The sector wise breakup of disputes shows that private sector had a major share in disputes (number, mandays lost and workers involved) in pre and post-reform periods. Table B.5 shows that there were no lockouts in public sector in post-reform period.

Social intensity of disputes and strikes increased in all sectors (table B.8). Similar trend was evident in public and private sectors (table B.11). The individual intensity of lockouts increased in all sectors from 80 days in pre-reform period to 88 days in post-reform period whereas in private sector the individual intensity of disputes and lockouts increased (table B.12). Workers involved per disputes and worker involved per strikes increased in post-reform period in all sectors (table B.9) and these also increased in public and private sectors (table B.10).

4.1-43 MANUFACTURE OF RAILWAY AND TRAMWAY LOCOMOTIVES AND ROLLING STOCK (352)

The division of the data shows that in all sectors, more strikes took place (73.9 percent) which caused more loss of mandays (91.4 percent) and involved more workers (91.5 percent) in the pre-reform period but in post-reform period more lockouts took place (69.4 percent), which caused more loss of mandays (98.7 percent) and involved more workers (57.6 percent). The same trend was observed in private sector (table B.7). The sector wise breakup of data shows that public sector accounted
for only 0.3 percent of total mandays lost in post-reform period whereas private sector had 99.7 percent share in the same time periods. However, public sector had 40 percent share in total workers involved in post-reform period (table B.3). Further, there were no lockouts in public sector in pre and post-reform periods (table B.5).

Table B.8 shows that in all sectors, the social and individual intensities of disputes and lockouts increased in post-reform period. Private sector also revealed an increase in social and individual intensities of disputes, strikes and lockouts in post-reform period (tables B.11 and B.12). Workers involved per disputes, strikes and lockouts increased in all sectors particularly in private sector (tables B.9 and B.10).

4.1-44 MANUFACTURE OF TRANSPORT EQUIPMENT NOT ELSEWHERE CLASSIFIED (359)

The share of this industry in total disputes in manufacturing sector has increased in post-reform period (number / mandays lost / workers involved) (table B.1). The division of the data shows that in all sectors more strikes occurred in both pre (80.9 percent) and post-reform periods (82.4 percent). These strikes caused more loss of mandays (65.0 percent in pre-reform period and 53.6 percent in post-reform period) and involved more workers (80.4 percent in pre-reform period and 72.2 percent in post-reform period) (table B.2). But in post-reform period the share of lockouts in mandays lost (35.0 percent in pre-reform period and 46.4 percent in post-reform period) and worker involved (19.6 percent in pre-reform period and 27.8 percent in post-reform period) has increased. The sector wise breakup shows that there were no disputes in public sector in post-reform period. Thus, the disputes in post-reform period are on account of private sector (table B.3).

Tables B.8, B.11 and B.12 show that the social and individual intensities of disputes and lockouts have increased in post-reform period in all sectors particularly in private sector. In the same sectors a rise was also noticed in workers involved per disputes and worker involved per lockouts in post-reform period (tables B.9 and B.10).
4.1-45 MANUFACTURE OF FURNITURE (361)

In this industry in all sectors, the share of strikes to total number of disputes is greater than lockouts in both pre and post-reform periods but it declined in the latter period (81.0 percent in pre-reform period and 58.3 percent in post-reform period) (table B.2). However, lockouts had a major share in mandays lost in pre (82.6 percent) and post-reform periods (82.3 percent) but more workers were involved in strikes in pre-reform period which increased further in post-reform period. The same trend was observed in private sector (table B.7). However, the sector wise breakup of the data shows that there were no disputes in public sector in post-reform period (table B.3) and there were no lockouts in public sector in pre-reform period (table B.5).

An increase was observed in the social intensity of disputes and strikes and in the individual intensity of lockouts in post-reform period in all sectors particularly in private sector (tables B.8, B.11 and B.12). In all sectors specifically in private sector workers involved per dispute and worker involved per strikes increased in post-reform period.

4.1-46 MANUFACTURING NOT ELSEWHERE CLASSIFIED (369)

The share of this industry to total number of disputes in manufacturing has increased from 1.3 percent in pre-reform period to 1.8 percent in post-reform period (table B.1). The same trend was observed in mandays lost and workers involved. In all sectors, the share of strikes to total number of disputes has been (70.7 percent in pre-reform to 63.5 percent in post-reform period) greater than the lockouts in both pre and post-reform periods but its share declined in the latter period (table B.2). Strikes caused more loss of mandays and involved more workers in post-reform period. Private sector also reflected the same trend (table B.7). Further, there were no disputes in public sector in post-reform period and there were no lockouts in this sector in pre and post-reform periods.

A rise was evident in the social intensity of disputes, strikes and lockouts in post-reform period in all sectors specifically in private sector (tables B.8 and B.11). The
individual intensity of disputes and lockouts increased in post-reform period in all sectors whereas in the private sector the individual intensity of the lockouts increased (table B.12). Workers involved per disputes, worker involved per strikes and worker involved per lockouts increased in all sectors and in private sector in post-reform period.

4.II SUMMARY

The above analysis has revealed that after the introduction of reforms, in all sectors, there was a decline in the total number of disputes in 52 percent industries in manufacturing sector. However, 39 percent industries, in all sectors, witnessed a rise in the total number of disputes in manufacturing sector in post-reform period. Table 4.II-1 briefly presents the results pertaining with the incidence of disputes, strikes and lockouts. A division of the data (as explained in table 4.II-1) in public and private sectors reveals that 98 percent industries indicated the dominance of the private sector in total number of disputes in both pre and post-reform periods. There was no industry in which public sector had a major share in total number of disputes in both the periods. In post-reform period 72 percent industries witnessed a decline in the share of public sector and a simultaneous rise in the share of private sector in total number of disputes. Thus, after the reforms more disputes took place in private sector. However, few industries (24 percent) revealed an increase in the share of public sector and decrease in the share of private sector in total number of disputes in post-reform period. Hence, in post-reform period disputes have increased in some industries in public sector also.

The segmentation of the total number of disputes in number of strikes and lockouts shows that, in both pre and post-reform periods, strikes had a major share in total number of disputes in 85 percent industries in all sectors. Similar trend was visible in public sector (in 48 percent industries) and in private sector (in 83 percent industries) in both the periods. Also, there was no industry in which lockouts had a major share in total number of disputes in both the periods. The same trend was visible in both

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2 The details of the industries covered under the results are given in Appendix C.
public and private sectors. However, in post-reform period 85 percent industries revealed a further increase in their shares in number of lockouts in all sectors. The same trend was visible in public sector (in 28 percent industries) and in private sector (in 80 percent industries). Thus, the post-reform era has witnessed a rise in the frequency of lockouts.

It was also observed that in 15 percent industries the share of number of strikes increased in post-reform period in all sectors. Such a trend was observed in 20 percent industries in public sector and 20 percent industries in private sector in post-reform period. Thus, in post-reform period number of strikes has also increased in some industries. The sector-wise breakdown of the total number of strikes shows that, in both pre and post-reform periods, private sector had a major share in total number of strikes in 98 percent industries. There was no industry in which public sector had a major share in total number of strikes in both the periods. However, in post-reform period 63 percent industries revealed that the share of public sector decreased and the share of private sector increased further in total number of strikes. Thus, after the introduction of reforms relatively, more strikes have taken place in the private sector. It was also observed that in post-reform period 24 percent industries indicated a rise in the share of public sector and a simultaneous fall in the share of private sector in total number of strikes. Thus, in some industries, relatively the share of public sector increased in number of strikes in post-reform period.

The table further elaborates the sector-wise shares in total number of lockouts. In both pre and post-reform periods, relatively private sector had a major share in total number of lockouts in all industries. However, in post-reform period, the share of private sector increased further and the share of public sector decreased in total number of lockouts in 26 percent industries. The share of public sector increased and the share of private sector decreased in post-reform period in total number of lockouts in 24 percent industries. Thus, the post-reform era has also witnessed a surge in the frequency of lockouts in public sector.

In all sectors, in post-reform period, 33 percent industries revealed a decline in the total mandays lost in disputes in manufacturing sector. However, 50 percent industries revealed a rise in the total mandays lost in disputes in manufacturing sector in post-reform period. Thus, after the introduction of reforms loss of mandays has increased...
in the manufacturing sector. Table 4.II-1 also explains the findings related to the total mandays lost in disputes. The sector-wise segmentation of the data shows that in 87 percent industries private sector had a major share in mandays lost in disputes in both pre and post-reform periods. There was no industry in which public sector had a major share in mandays lost in disputes in both the periods. However, in post-reform period 61 percent industries indicated a further rise in the share of private sector in total mandays lost in disputes and a simultaneous decline in the share of public sector in the same variable. This implies that in post-reform period more loss of mandays is on account of private sector. Also, 33 percent industries revealed a hike in the share of public sector in total mandays lost in disputes and a simultaneous decline in the share of private sector in post-reform period. Thus, in post-reform era some industries even in public sector are experiencing more loss of mandays.

The separation of total mandays lost in disputes into strikes and lockouts reveals that in both pre and post-reform periods only 11 percent industries revealed more loss of mandays due to strikes in all sectors but 54 percent industries showed more loss of mandays in both pre and post-reform periods due to lockouts in the same sector. Private sector also reflected the same trend as just 13 percent industries revealed more loss of mandays due to strikes whereas 59 percent industries revealed more loss of mandays due to lockouts in both the periods. However, in public sector more loss of mandays was revealed by strikes (in 37 percent industries) in both pre and post-reform periods and just 4 percent industries reflected more loss of mandays due to lockouts in the same time periods. However, in post-reform period a rise was observed in the share of lockouts in total mandays lost in all sectors in 57 percent industries. The same trend was visible in public (in 30 percent industries) and private sectors (in 57 percent industries). Thus, in post-reform period public and private sectors are experiencing more loss of mandays due to lockouts. But 41 percent industries revealed a hike in the loss of mandays due to strikes in post-reform period in all sectors. Private sector also revealed the same trend in 43 percent industries. However, in public sector there were 20 percent industries which revealed such inclination.

The relative shares of public and private sectors in total mandays lost in strikes are also explained in the table. In both pre and post-reform periods, private sector caused
more loss of mandays due to strikes in 91 percent industries. There was no industry in which public sector caused more loss of mandays in strikes in both the periods. However, in post-reform period 61 percent industries revealed a rise in the share of private sector and a simultaneous decline in the share of public sector in total mandays lost in strikes. The relative share of public sector also increased in total mandays lost in strikes in 26 percent industries in post-reform period. Further, 98 percent industries revealed that private sector had a major share in total mandays lost due to lockouts in both pre and post-reform periods. There was no industry in which public sector had a major share in both the periods. 24 percent industries revealed that the relative share of private sector increased in total mandays lost in lockouts post-reform period. 26 percent industries reported a rise in the relative share of public sector in total mandays lost in lockouts in post-reform period. This implies that although the private sector is having a major share in total mandays lost in lockouts in pre and post-reform periods but in post-reform era, public sector is also experiencing a rise in its share. The analysis further showed that in all sectors 57 percent industries revealed a decline in their shares in total workers involved in disputes in manufacturing sector in post-reform period. However, in the same sector 37 percent industries reported a rise in their shares in total workers involved in disputes in manufacturing sector in post-reform period. Thus, the involvement of the workers in disputes has increased in some industries after the introduction of reforms. The separation of the data in public and private sectors revealed that in 78 percent industries private sector had a majority share in total workers involved in disputes in both pre and post-reform periods. There was no industry in which the public sector had a major share in total workers involved in the same time period. However, in post-reform period, 59 percent industries revealed a relative hike in the share of private sector in total workers involved in disputes. Thus, after the introduction of reforms more workers are participating in disputes in private sector. The same trend was visible in the share of public sector in 33 percent industries in post-reform period.

The division of the data in strikes and lockouts revealed that in both pre and post-reform periods, 63 percent industries showed that more workers participated in strikes in all sectors. Similar trend was observed in private sector (54 percent industries) and in public sector (52 percent industries). Only 9 percent industries indicated more involvement of workers in lockouts in both pre and post-reform periods in all sectors.
particularly in private sector. However, in post-reform period, 50 percent industries revealed relatively more involvement of workers in strikes in all sectors. The similar trend was observed in 43 percent industries in private sector and 22 percent industries in public sector. Also, 50 percent industries in all sectors showed more involvement of workers in lockouts in post-reform period. Same trend was observed in 57 percent industries in private sector and 28 percent industries in public sector. Thus, though at the all India level, no clear trend was observed in the participation of workers in strikes and lockouts, yet private sector revealed more participation of the workers in lockouts. However, this trend was not very clear in public sector.

The relative shares of the public and private sectors in total workers involved in strikes and lockouts are also explained in the table. In both pre and post-reform periods 80 percent industries revealed that the private sector had a major share in total workers involved in strikes. There was no industry in which public sector had a major share in total workers involved in strikes in both the periods. However, in post-reform period 59 percent industries experienced a relative increase in the share of private sector in total workers involved in strikes. 33 percent industries revealed a hike in the relative share of public sector in total workers involved in strikes in post-reform period. Further, in both pre and post-reform periods, private sector had a major share in total workers involved in lockouts in 96% industries. There was no industry in which public sector had a major share in the same variable in the same time period. However, in post-reform period 22 percent industries revealed a relative increase in the share of private sector in total workers involved in lockouts. Same trend was revealed in the share of public sector in 28 percent industries in post-reform period.

Some other observations were also made. In post-reform period, 37 percent industries revealed a simultaneous rise in the share of lockouts in total number, total mandays lost and total workers involved in total disputes in all sectors. Thus, more lockouts took place which caused more loss of mandays and involved more workers in post-reform period. In post-reform period, 7 percent industries showed a simultaneous rise in the share of strikes in total number, total mandays lost and total workers involved in total disputes in all sectors. 26 percent industries indicated a rise in the relative share of private sector in post-reform period simultaneously in number, mandays lost and workers involved in total disputes. 13 percent industries revealed a rise in the relative share of public sector in post-reform period simultaneously in number,
mandays lost and workers involved in total disputes. It was observed that spinning, weaving and finishing of textiles (171) industry had a major share in total number, total mandays lost and total workers involved in disputes in both pre and post-reform periods in the manufacturing sector. In the post-reform period its share increased in total number and workers involved in disputes but declined in total mandays lost. Further, it is also revealed that public sector had a minimal share in disputes in this industry. Thus, a special focus is needed on this industry particularly on the private sector. In post-reform period the problem of disputes was also found to be grave in private sector in other textiles (172), office, accounting, and computing machinery (300), medical appliances and instruments and appliances (331), watches and clocks (333) and television and radio transmitters and apparatus for line telephony and line telegraphy (322) industries. Even in public sector special focus is needed on refined petroleum products (232), basic precious and non ferrous metals (272), special purpose machinery (292), electronic valves and tubes and other electronic components (321) and optical instruments and photographic equipment (332) industries.

Further, it was also observed that in 20 percent industries there were zero disputes in public sector in post-reform period. In public sector in 48 percent industries there were no lockouts in pre and post-reform periods. In 20 percent industries there were zero lockouts in post-reform period in public sector. Though a reduction in lockouts seems to be positive but efforts should be made to cut down strikes as well. 13 percent industries showed that in public sector in pre-reform period there were zero lockouts but in post-reform period, lockouts increased in these industries. Such a development is very alarming and these should be checked immediately so that it does not expand and engulf more industries. In 26 percent industries there were no strikes in public sector in post-reform period. Table 4.II-2 explains the comparison of social and individual intensities of disputes in all sectors, public and private sectors. Social intensity implies the mandays lost per dispute and the individual intensity implies the mandays lost per worker involved. For the total manufacturing sector there was an increase in social intensity of disputes, strikes and lockouts. However, the individual intensity of disputes remained constant and that of strikes declined but there was an increase in the individual intensity of lockouts.
76 percent industries in all sectors, reported a rise in the social intensity of disputes in post-reform period. The same trend was revealed by private sector (in 80 percent industries) and in public sector (in 37 percent industries). Only 24 percent industries in all sectors indicated a fall in the social intensity of disputes in post-reform period. Similar trend was revealed by 20 percent industries in private sector and 59 percent industries in public sector in post-reform period. Thus, post-reform era has witnessed a surge in the social intensity of disputes in majority of the industries. Further, 70 percent industries revealed a hike in the individual intensity of disputes in post-reform period. Similar trend was observed in private (in 67 percent industries) and public sectors (in 30 percent industries). Thus, disputes are causing more loss to the individual workers. However, a fall was observed in the individual intensity of disputes in 28 percent industries in post-reform period in all sectors. Similar tendency was revealed in 30 percent industries in private sector and in 61 percent industries in public sector. Thus, mandays lost per dispute (social intensity) and mandays lost per worker involved in dispute increased in all sectors specifically in private sector. However, few industries in public sector also reflected similar trend.

In 59 percent industries there was a rise in the social intensity of strikes in all sectors in post-reform period. The same trend was observed in 59 percent industries in private sector and in 37 percent industries in public sector. 41 percent industries revealed a fall in the social intensity of strikes in all sectors in post-reform period. Similar trend was revealed in private (in 41 percent industries) and public sectors (in 54 percent industries). However, 59 percent industries indicated a rise in the social intensity of lockouts in all sectors in post-reform period. The same trend was noticed in private (in 61 percent industries) and public sectors (in 22 percent industries). 41 percent industries in all sectors revealed a decline in the social intensity of lockouts in post-reform period. Similar trend was observed in private sector in 39 percent industries and in public sector in 28 percent industries. Thus, relatively the strikes and lockouts occurring in the private sector caused more damage to the society. Further, 46 percent industries revealed an increase in the individual intensity of strikes in all sectors in post-reform period. Similar trend was observed in 48 percent industries in private sector and in 30 percent industries in public sector. A fall was observed in the individual intensity of strikes in all sectors in post-reform period in 54 percent industries. In private sector 52 percent industries and in public sector 57 percent
industries indicated the same trend. Further, 67 percent industries showed a rise in the individual intensity of lockouts in all sectors in post-reform period. Similar trend was observed in 67 percent industries in private sector and in 24 percent industries in public sector. Thus, lockouts were causing more damage to the workers in the private sector in post-reform period. 33 percent industries indicated a decline in the individual intensity of lockouts in all sectors and in private sector in post-reform period. In public sector similar trend was observed in 26 percent industries. Hence, although both strikes and lockouts were causing more damage to the workers in private sector, yet more industries reported loss to the workers due to lockouts than strikes.

In the total manufacturing sector there was an increase in workers involved per disputes, workers involved per strikes and workers involved per lockouts in post-reform period. However, the breakup of the data (table 4.II-2) shows that in 54 percent industries there was an increase in workers involved per dispute in post-reform period in all sectors. The same tendency was visible in the private (59 percent industries) and public sectors (35 percent industries). Thus, in post-reform period more workers are participating in disputes. In 46 percent industries there was a decline in workers involved per dispute in post-reform period in all sectors. Similar trend was observed in private (39 percent industries) and public sectors (61 percent industries) in post-reform period. Thus, more industries in public sector indicated a fall in the involvement of the workers. Further, in 65 percent industries the workers involved per strikes increased in all sectors in post-reform period. Similar trend was observed in 67 percent industries in private sector and in 35 percent industries in public sector in post-reform period. Thus, more workers participated in strikes in private sector in post-reform period. 35 percent industries reported a decline in workers involvement in strikes in post-reform period in all sectors. Same tendency was revealed in private (33 percent industries) and public sectors (57 percent industries). Only in 46 percent industries there was a rise in the workers involved per lockouts in post-reform period in all sectors particularly in private sector. In public sector this trend was noticed in 24 percent industries. 54 percent industries revealed a decline in the involvement of workers involved per lockouts in post-reform period in all sectors particularly in private sector. 26 percent industries in public sector reported a decline in the same variable in post-reform period. Thus, in post-reform period more involvement of workers was observed in strikes.
### Table 4.11 - Results Pertaining to the Incidence and Impact of Disputes, Strikes and Lockouts

<table>
<thead>
<tr>
<th>Variables</th>
<th>Sectors</th>
<th>Dominant Shares In Both Pre And Post-Reform Periods*</th>
<th>Increase In The Shares in Both Pre And Post-Reform Period*</th>
<th>Dominant Shares of Strikes and Lockouts In Both Pre And Post-Reform Periods*</th>
<th>Increase In The Shares of Strikes and Lockouts In Post-Reform Period*</th>
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<td>Col 4</td>
<td>Col 5</td>
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</tr>
<tr>
<td>Mandays Lost in Lockouts</td>
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<tr>
<td>Workers Involved in Disputes</td>
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<td>9%</td>
</tr>
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<td>54%</td>
<td>9%</td>
</tr>
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<td>52%</td>
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<td>-</td>
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<td>Workers Involved in Lockouts</td>
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<td>22%</td>
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* The figures in this column show the percentage of industries reflecting the respective trend.
<table>
<thead>
<tr>
<th>Variables</th>
<th>Percentage of Industries Experiencing A Rise In Post-Reform Period*</th>
<th>Percentage Of Industries Experiencing A Fall In Post-Reform Period*</th>
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<tbody>
<tr>
<td></td>
<td>All Sectors</td>
<td>Public Sector</td>
</tr>
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<td>76%</td>
<td>37%</td>
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<td>37%</td>
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<tr>
<td>Individual intensity of Disputes</td>
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<td>Workers Involved Per Dispute</td>
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<tr>
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</tr>
</tbody>
</table>

* The figures in this column show the percentage of industries reflecting the respective trend.