KEY WORDS

**Industrial Relations**- The nature of relationship between employer and employee, or employer and trade union leader, or trade union leaders and employee in a unit or organisation.

**Industrial Disputes**- It means organised disputes, i.e. disputes like strike and lockout.

**Public Enterprises**- Enterprises owned and controlled by the Government of Kerala. It is often called public sector enterprises.

**Private Enterprises**- Enterprises owned and run by private individuals. It is often referred to as private sector enterprises.

**Dispute Settlement Machinery**- Machinery used for the settlement of industrial disputes, like voluntary negotiation, conciliation, adjudication, etc.

**Employees**- Skilled and un-skilled persons employed in the manufacturing/trading industries.

**Trade Union Leaders**- Office bearers of different trade unions in the manufacturing/trading industries.

**Management Personnel**- Top management personnel, management personnel of different functional departments and supervisory staff.

**Strike**- Cessation of work by a group of employees employed in any industry, acting in combination or a concerted refusal under a common understanding of a number of persons who are or have been employed to continue to work or to accept employment.

**Lockout**- A temporary closing of a place of business or employment or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him.

**Manufacturing Units**- Units producing commercial goods or capital goods.

**Trading units**- Units engaged in buying and selling of capital goods or consumer goods.

**Medium and Large Scale Units**- All trading or manufacturing units whose investment in plant and machinery is Rs.5 crore or more.

**Small Scale Units**- All trading and manufacturing units whose investment in plant and machinery is less than Rs. 5 crore.