



DISCIPLINARY PROCEEDINGS IN INDUSTRIAL EMPLOYMENT - A STUDY WITH REFERENCE TO SINGARENI COLLIERIES COMPANY LIMITED

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Abstract:

The present paper has thoroughly discussed the modern concept of Industrial discipline can be defined as “the orderly conduct of affairs by the members of an industrial organization who adhere to its necessary regulations as they desire to cooperate harmoniously in forwarding the end which the group of employees has in view and willingly recognize that to do this, their wishes must be brought into a reasonable union with requirements of the group in action.” The dictionary definition of ‘discipline’ is the practice of training people to obey rules or a code of behaviour, using punishment to correct disobedience. The employment point of view, discipline may be defined as ‘acquiescence, constancy, constraint, control, curb, deference, dutifulness, faithfulness, fidelity, limitation, loyalty, malleability, non-resistance, obsequiousness, pliancy, repression, restraint, self-command, self-denial, self-direction, self-mastery, self-restraint, servility, stoicism, strength of character, strength of will, submission, submissiveness, subordination to rules, will power. The origin and development of trade unionism in the world generally and in the Singareni Collieries Company Limited particularly. Historically, the origin of labour unions dates back to the eighteenth century and the industrial revolution in Europe, where during this time there was a huge surge of new workers into the workplace that needed representation.

Keywords: Deference, dutifulness, faithfulness, loyalty, obsequiousness, repression,

Introduction:

Coal was discovered by Dr. William King of the Geological Survey of India discovered coal near the village of Yellandu in Khammam District of Andhra Pradesh State in the year 1871. The Hyderabad Deccan Company was incorporated in England in the year 1886. The Company was incorporated on 23rd December, 1920 under the Hyderabad Companies Act as a public limited company with the name “the Singareni Collieries Company Limited”.

In the year 1945, the Nizam of Hyderabad purchased the shares of the company at London Stock Exchange and by, this action, brought the company under the Government control through a Trust Fund. Thus the Singareni Collieries Company has the distinction of being the first Government owned Coal Company in India. After the need for massive



investment and expansion of coal sector, following the oil crisis, the Government of India stepped into investment in the Singareni Collieries Company Limited (SCCL).

The company's accredited function is to explore and explicit the coal deposits in the Godavari valley coal field, which is stated to be the only repository of coal in South India. The Singareni Collieries Company Limited (SCCL) is engaged in coal mining activities presently in the four districts of Andhra Pradesh viz., Adilabad, Karimnagar, Khammam and Warangal.

Discipline in Industrial world refers to orderly working of the employees of an industrial undertaking in accordance with established rules, regulations and conventions. Discipline is a force that prompts an individual employee to observe rules, regulations and procedures to attain an objective. Discipline in a broad sense is defined as orderliness in employment environment. From the employment point of view, discipline may be defined as 'acquiescence, constancy, constraint, control, curb, deference, dutifulness, faithfulness, fidelity, limitation, loyalty, malleability, non-resistance, obsequiousness, pliancy, repression, restraint, self-command, self-denial, self-direction, self-mastery, self-restraint, servility, stoicism, strength of character, strength of will, submission, submissiveness, subordination to rules, will power.

In Indian context, the principles of natural justice are followed in dealing with cases of indiscipline. As a matter of principle, discipline should be directed against an act and not against the person. Discipline is said to be good when employees follow willingly the rules of their supervisors and the various rules of the company. Discipline is said to be bad when employees either follow rules and regulations unwillingly or actually disobey them, as such the fundamental reason for taking disciplinary action is to correct situations that are unfavorable to the company.

The 15th Session of the Indian Labour Conference held in July 11 – 12, 1957, discussed the problem of discipline in industry and formulated certain principles for removing employee grievances and settling industrial disputes by mutual negotiation, conciliation and voluntary arbitration. It was during the 15th Session, a tripartite Sub-Committee appointed by the Indian Labour Conference prepared the draft code of Discipline in industry which was accepted with some modification by the Standing Labour Committee and the 16th Session of the Indian Labour Conference held on May 18-20, 1958, adopted the Code which subsequently began to be implemented. The National Commission on Labour, 1969 observed that there should be statutory backing for the formulation of an effective grievance procedure which should be simple, flexible and less cumbrous, and more or less on the lines of the pre Grievance Procedure.

Historical Development of Trade Unions in India



Labour union or trade union can be defined as an association of fair wage-earners uniting for the purpose of maintaining and improving the conditions of employment of the wage earners. In the history of trade union movement and in the journey of trade union movement since the last more than three hundred year period, labour unions have developed into a number of forms and are influenced by various political and economic regimes in the period of journey.

In Indian contextually, the post-independence phase of the trade union movement generally corresponds to the phases of the first three Five-Year Plans (1951-56, 1956-61, and 1961-66). During these plan periods, a state-led industrialization policy with an import substitution strategy emerged which resulted in the formation of large, employment-intensive public sector enterprises. This was mostly concentrated in the capital and intermediate goods sectors. This massive development of the public sector has also aided the private corporate sector in terms of supplying the necessary intermediate and capital goods.

In Indian context, the development of trade unionism had a chequered history. The advent of the trade unionism in India could be traced to the early days of industrialization, beginning in the 1850's with the establishment of the Cotton and Jute mills in Bombay and Calcutta. The first trade union, Bombay Mill Hands Association was established in 1890 with immediate aim of agitating for a revision of the first Indian Factories Act of 1881. The birth of the Trade Union Movement in India as understood now may be traced back to the first quarter of the 20th century, although some form of trade union organizations came into existence after the establishment of factories in India in the 1880's. The Trade Unions Act, 1926, inter alia, provides for formation and procedure of registration of trade unions.

V.V. Giri opines that the trade unions are voluntary organizations of workers formed to promote and protect their interest by collective action. Once the workers join trade union, they must be welded together in a united front for the good of the whole group rather than for promotion of any selfish individual motive or interest. In fact strength lies in the unity it functions effectively on the solemn belief that "united we stand divided we fall".

Indian trade unions did not grow out of any existing traditional institutions existing in the society, but developed as a new institution. So far as the very formation and development of Trade Unions in India is concerned, its necessity was realised from 1875 onwards by philanthropists, social workers like Shri Sorabji Shapurji Bengalli Shri Narayan Meghji Lokhande and C.P. Mazumdar were among the pioneers of these early labour uprisings in the country, as a result of their concrete efforts there was awakening among the workers and they had formed a few trade unions such as The Printers Union, Calcutta founded in 1905, The Bombay Postal Union, founded in 1907 etc. The earliest trade union was formed in Bombay when textile mills were established in 1851.



Trade unions also emerged in Calcutta in 1854 with the establishment of jute mills. A continuum may be observed by the formation of other trade unions across the country and organized strikes started were taking place. Trade unions like Ahmadabad Weavers, 1895, Jute Mills, Calcutta, 1896, Bombay Mill workers of 1897 and the Social League of 1910 were formed in India. Some of the notable strikes that took place around this time were by the Madras Press Workers (1903), The strike of the Madras Textile Workers in The 1921 Buckingham and Carnatic Mills Strike was a strike by the workers of Buckingham and Carnatic Mills in the city of Madras that is now called Chennai) was remarkable. The trade union movement began to gather momentum in India. The Madras Labour Union was formed in 1918 with B.P. Wadia as the president, who was an ex-member of the Indian Home Rule League, was the president of five trade unions in Madras, one of the foremost influential trade union leaders of the time in India. The need for Trade Unionism since the formative stages can be seen for the following ways and purposes:

1. To provide job security to the workers group working in different industries.
2. To safe guard workers common interest.
3. To bring the situation in participation of decision making.
4. To communicate better industrial relation among workers, employers and system groups.
5. To bring an industrial relation with win-win- situation through collective bargaining with the union leaders' representativeness.

Table – 1

Workers Member ship in Trade Unions

Sl.	Trade Union	Year of	Head	Political	Member
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No.		Establishment	quarters	Affiliation	ship (Million)
1.	All India Trade Union Congress (AITUC)	1920	New Delhi	CPI	14.2
2.	Indian National Trade Union Congress (INTUC)	3-5-1947	New Delhi	Indian National Congress	33.3
3.	Bhartiya Mazdoor Sangh (BMS)	27-7 1955	New Delhi	BJP	17.1
4.	Centre for Indian Trade Unions (CITU)	1970	New Delhi	CPM	5.7
5.	Hind Mazdoor Sabha (HMS)	24-12-1948	New Delhi	Samajvadi	9.1
6.	All India Trade Union Centre (AIUTUC)	26-4-1958	Kolkata	Socialist Unity Centre of India(Marxist)	4.7
7.	Self-employed Women's Association of India (SEWA)	1972	Ahmadabad		1.3
8.	Trade Union Coordination Centre	1970	NA	AIFB	1.6
9.	All India Central Council of Trade Union	May 1989	NA	CPI (M-L)	2.5

Indian Constitution and development of trade unions in India

In any country, trade unions are a major component of the system of modern industrial relations, each having their own set of objectives or goals to achieve according to their constitution and each having its own strategy to reach those goals. The union of workers plays an important role in industrial system. The Right to form Trade Union in a fundamental right as guaranteed under Article 19 (1) (c) of the Indian Constitution.

The Constitution of India guarantees the country’s citizens a fundamental right “to form associations or unions.” The Constitution was adopted in 1950, but the concept of collective bargaining and the development of labour unions or trade unions in India even date



back to the time when the foundations of modern industrial enterprises were being laid in the early 1900s. The original Act related to labour unions is the Trade Unions Act, 1926.

A close examination of the various provisions of Indian Constitution reveals us that trade unionism in India is founded in the basic law of the land in the following main Articles of our Indian Constitution which protects, supports, and act as a guideline to various labour laws for their effective implementation and functioning. Article 14, 16, 19 (1)(c), 21, 23, 24, 35, 38, 39, 39 A, 41, 42, 43, 43 –A , 46, 47, 32, 226, and 227.

It was held in *Raja Kulkarni v. State of Bombay*, that the right of association presupposes organization. Trade union is an organization or permanent relationship between its members in matters of common concern. It thus includes the right to form companies, societies, partnership, and trade union. However, right to form trade unions should not lead to the conclusion that trade unions have a guaranteed right to an effective collective bargaining or to strike as a part of collective bargaining or otherwise. The right to strike or to declare a lock-out may be controlled or restricted by various industrial legislations such as Industrial Dispute Act or Trade Unions Act.

Now, it is to be noted that the right to form association does not carry the right to recognition. In *All-India Bank Employees Association v. National Industrial Tribunal (Bank Disputes)*, Bombay, the Supreme Court has considered the content and scope of the right, guaranteed under Article 19 (1) (c) of the Constitution. It was held that even a very liberal interpretation of the said constitutional provision cannot lead to the conclusion that the fundamental right to form unions carries with it a concomitant guarantee that the trade unions so formed shall be enabled to carry, effective collective bargaining or shall achieve the purpose for which they were brought into existence. The court held:

“In our opinion, the right guaranteed under sub-clause (c) of clause (1) of Article 19 extends to the formation of an association and insofar as the activities of the association are concerned or as regards the steps which the union might take to achieve the purpose of its creation, they are subject to such laws as might be framed and the validity of such laws is to be tested by reference to the criteria to be found in clause (4) of Article 19 of the Constitution.”

Again, on formation of trade unions and right to strike, In *T.K. Rangarajan v. State of Tamil Nadu*, the Supreme Court delivering its final verdict made it amply clear that “Government employees have no fundamental, legal, moral or equitable right to go on strike”, thus holding the state machinery and citizens to ransom. Further, the right not to join an association is not a fundamental right as it is implied that right to form an association implied the right not to form or join it, he further contented that both rights were one integral right guaranteed by Article 19(1)(c).



In *Damayanti v. Union of India*, the Supreme Court held that “The right to form an association”, the Court further said, “necessarily 'implies that the person forming the association have also the right to continue to be associated with only those whom they voluntarily admit in the association. Any law by which members are introduced in the voluntary association without any option being given to the members to keep them out, or any law which takes away the membership of those who have voluntarily joined it, will be a law violating the right to form an association”. Interpreting Article 21 of the Constitution, in *D.K. Yadav v. J.M.A. Industries*, the Supreme Court has held that the right to life enshrined under Article 21 includes the right to livelihood and therefore termination of the service of a worker without giving him reasonable opportunity of hearing is unjust, arbitrary and illegal. Further, the principles contained in Articles 39 (a) and 41 must be regarded as equally fundamental in the understanding and interpretation of the meaning and content of fundamental rights.

The Trade Unions Act, 1926

In Indian context is concerned, labour law is closely connected to the Indian independence movement, and the campaigns of passive resistance leading up to independence. While India was under colonial rule by the British Raj, labour rights, trade unions, and freedom of association were all suppressed. Workers who sought better conditions and trade unions that campaigned through strike action were frequently and violently suppressed. After independence was won in 1947, the Constitution of India of 1950 embedded a series of fundamental labour rights in the constitution, particularly the right to join and take action in a trade union, the principle of equality at work, and the aspiration of creating a living wage with decent working conditions. The right of association pre-supposes organisations.

In India, the Trade Unions Act, 1926 provides for registration of trade unions with a view to render lawful organisation of labour to enable collective bargaining. It also confers on a registered trade union certain protection and privileges. The Act extends to the whole of India and applies to all kinds of unions of workers and associations of employers, which aim at regularising labour management relations.

Disciplinary Proceedings in Singareni Collieries Company Limited

In the Singareni Collieries Company Limited, the operation of the Code of Discipline is uniform in all Regions of the company mines. Since the organisation is a multi unit industry, located in various centres in Telangana State, it has agreed to have area level representative status unions to take up the issues relating to the respective area and that area level trade unions cannot take up company level issues or the issues that cover entire work force of the industry. It was in 1998, the SCCL management has adopted the ‘Code of



Discipline. This is a morally binding document also having certain legal implications. The code provided an opportunity to institutionalise the relationship between the trade unions and the management. It is held by both the management and the trade unions that despite of drawbacks, it is opined that there is a great satisfaction that the Code of Discipline has been a great success in SCCL

The Singareni Collieries Company Limited has also formulated the Human Resource Development (HRD) Manual. Along with other, the Manual stated the objectives such as thriving relentlessly for improving the competencies of all Singarenians (executives and non-executives of the Singareni Collieries Company Limited (SCCL) and trade union members) so that our organisation can achieve outstanding results in a sustainable manner, to enable all the Singarenians to lead healthy, peaceful, stress-free, and prosperous lives and to develop Singarenians as excellent performers, responsible citizens, best teams and ideal family members, by harnessing their full potential.

Wage board Agreements in Singareni Collieries Company Limited

The Central Wage Board for the Coal Mining industry was constituted on 10-08-1965 by Government of India to suggest and decide the improved pay structure to coal miners in India. The Wage Board's recommendations were implemented with effect from 15-08-1967. The Singareni Collieries Company Ltd., also became party in the Central Wage Board for coal industry. The Government of India appointed a Joint Bipartite Committee for the Coal Industry (JBCCI) in 1973 to formulate the wage structure and service conditions besides providing for social security measures workers operating in coal mines. The JBCCI will be reconstituted for every wage revision. The following is the successive constitution of the JBCCI in India.

The wage structure and other conditions of service including fringe benefits of the employees in the coal industry are covered under the recommendations of the Central Wage Board for Coal Mining Industry as accepted by the Government of India and made applicable with effect from 15th August, 1967. National Coal Wage Agreements were operative as National Coal Wage Agreements (NCWAs)

Table – 2

National Coal Wage Agreements (NCWA) - I to National Coal Wage Agreements (NCWA) - IX

Nomenclature of Wage Agreement as decided by JBCCI	Period of operation	Date of signing the Agreement and the delay from due date
NCWA - I	01.01.1975 to 31.12.1978 (4 years)	11.12.1974 No delay
NCWA - II	01.01.1979 to 31.12.1982 (4 years)	11.08.1979 7 Months & 10 days delay
NCWA - III	01.01.1983 to 31.12.1986 (4 years)	11.11.1983 10 Months & 10 days delay
NCWA - IV	01.01.1987 to 30.06.1991 (4½ years)	27.07.1989 2 years 6 Months & 26 days delay
NCWA - V	01.07.1991 to 30.06.1996 (5 years)	19.01.1996 4 Years 6 months & 18 days delay
NCWA -VI	01.07.1996 to 30.06.2001 (5 years)	23.12.2000 4 years 5 Months & 22 days delay
NCWA - VII	01.07.2001 to 30.06.2006 (5 years)	15.07.2005 3 years 11 months & 15 days delay
NCWA - VIII	01.07.2006 to 30.06.2011 (5 years)	24.01.2009 2 years 6 months & 23 days delay
NCWA - IX	01.07.2011 to 30.06.2016 (5 years)	31.01.2012 07 months.
NCWA - X)	01.07.2016 to 30.06.2021 (5 years)	10.10.2017 1 year 03 months delay

Statement above reveals that there was always delay in finalising the Wage Agreement because of the steep variation between the demands put forth by the union and the offer made by the Managements at the initial stages of negotiations and considerable time was taken to narrow down the differences and iron out consensus leading to signing of Settlement. However, pending finalisation of Wage Agreement, the Joint Bipartite Committee for the Coal Industry (JBCCI) would grant interim relief to the workers.

Recognition Practices in the Singareni Collieries Company Limited.



In view of the existence of the number of Trade Unions in the Singareni Collieries Company Limited., the problem of official recognition assumes paramount importance. But due to the absence of any fixed guide lines on principles, the recognition procedure adopted by the management invited criticism from the rival unions. The first trade union which took birth was the Singareni Collieries working union (SCWU) which union was recognized as early as 1948. This union was recognized for all the mines in the Singareni Collieries Company Limited, as the management was of the opinion that the said union it has strong following of working class in the company.

After a lapse of 5 years, the management started recognizing the unions on the basis of different coal mining areas. Thus in 1953 the management recognized TCMLU affiliated to INTUC in Bellampally Collieries while restricting the recognition of SCWU claimed its majority in Ramagundam Collieries which was under the jurisdiction of Bellampally area. The Central Industrial Relation Machinery (CIRM) officials after due verification of membership granted recognition to SCWU in Ramagundam area also in the month of September, 1998. This effort was for the first time in the entire coal industry, a system of secret ballot was held for the trade unions operating in the Singareni Collieries Company Limited and the secret ballot elections were held four more times i.e., on 09-09-1998, 19-02-2001, 14-05-2003 and 09-08-2007. Result of the elections, the AITUC and INTUC emerged as recognized unions in SCCL. In the Singareni Collieries Company Limited the recognized union i.e., (SCWU-AITUC) was successfully elected three times as a recognized union at the company level and at present the same union also enjoying the status of recognized union at company level. However, the other union such the SCML (INTUC) elected only one time in the year 2003, to represent at company level.

As per the Code of Discipline since the Singareni Collieries Company Limited is a multi unit industry i.e., mines located at various areas of the State, therefore, it has agreed to have area level representative status unions to take up the issues relating to the respective area and that area level trade unions cannot take up company level issues or the issues that cover entire work force of the industry. The agreed procedure as observed that after the conduct of secret ballot, there emerged awareness among the workmen in this coal mines about the role to be played by the recognized union in the new labour management environment.

In the Singareni Collieries Company Limited the elections to the trade unions through secret ballot held on 09.08.2007, the following trade unions have polled the largest number of votes in the areas as shown hereunder and accordingly 281 representative union status for that area declared by the Regional Labour Commissioner (Central) Hyderabad and returning officer. The table reveals that the area wise representation of trade union, to discuss/ negotiate with the management having a right to represent workmen on that particular area. The representative status accorded to the above unions in the respective areas shall be in force for

a period of 4 years from the date of the election i.e., 09.08.2007. On the whole of the Singareni Collieries Company Limited the SC Workers Unions (AITUC), got highest votes in the election and having a right to represent at company level and the said union is the recognized union for the above said period.

The following recognized union represent the workmen in total work force of the Singareni Collieries Company Limited. Table below depicts the representative status of unions in the areas of the Singareni Collieries Company Limited for the current trade unions representation.

Table-.3

Area wise depicts the representatives in SCCL

Sl. No.	Name of the area status union	Name of the representative	No. of votes polled
1.	Corporate	SCML Union (INTUC)	769
2.	Kothagudem	SC Workers Union (AITUC)	1911
3.	Yellandu	SC Workers Union (AITUC)	1490
4.	Manuguru	SC Workers Union (AITUC)	2317
5.	Ramagudem-I	SC Workers Union (AITUC)	5778
6.	Ramagudem-II	SC Workers Union (AITUC)	2424
7.	Ramagudem-III	TBGK Sangham (TRS)	1562
8.	Bhupalapalli	SC Workers Union (AITUC)	4102
9.	Bellampalli	TBGK Sangham (TRS)	1094
10.	Mandamarri	TBGK Sangham (TRS)	4377
11.	Srirampur	SC Workers Union (AITUC)	5994

Collective bargaining in Singareni Collieries Company Limited

The Trade Unions role in entering into collective agreements participating in collective bargaining, as a method of settlement of the disputes has been prevalent in the Singareni Collieries Company Limited way back from 1974 onwards. Since then, there were many collective bargaining agreements arrived at even from the period 1995 to 2010 between the representatives of the workmen and the management of M/s. the Singareni Collieries Company Limited, Kothagudem and several settlement arrived at under Section 12(3) of Industrial Disputes Act, 1947. The following are the collective bargaining agreements arrived at in the Singareni Collieries Company Limited over the period.

- 1) On 20th October, 1995, a Memorandum of Agreement was made between the representative of management of M/s. Singareni Collieries Company Ltd, and the



- workmen represented by the unions at Joint Bipartite Committee for the Coal Industry (JBCCI) JBCCI and SAAJAC at Hyderabad.
- 2) On 16th April, 1996, a memorandum of agreement was signed between the Singareni Collieries Company Limited and five Joint Bipartite Committee for the Coal Industry (JBCCI) Unions were represented by the Trade Unions on behalf workmen at Hyderabad on retirement pension, payment of arrears and providing dependent employment.
 - 3) On 6th June, 1998, a memorandum of agreement was entered between the management and workers represented by the Trade Unions of S.C.W Union (AITUC), SCML Union (INTUC), S.C. Employee Union (CITU). SM & EW Union (HMS) and SCMK Sangh (BMS) on dependant employment and the same was settled amicably.
 - 4) On 3rd January, 1999, a Memorandum of Agreement was made between Singareni Collieries workers represented by Singareni Collieries workers union (AITUC) before the Regional Labour Commissioner (Central), Hyderabad. Over a charter of 30 demands, the major demands being implementation of Joint Bipartite Committee for the Coal Industry's (JBCCI) guidelines regarding service linked up-gradation and monthly monetary compensation for female dependents.
 - 5) On 21st June, 2001, a memorandum of agreement was mde between the Singareni Collieries Company Ltd., and their workmen represented by SC Worker's Union (recognised union) in the JAC i.e. AITUC, INJUC, IFTU and HMS at Hyderabad over a charter of 24 demands.
 - 6) On 20th August, 2004, a memorandum of agreement was signed between the Singareni Collieries Company Ltd., and their workmen which was represented by the Singareni Coal Mines Labour Union (INTUC) a recognised union, before the Regional Labour Commissioner (Central), Hyderabad.
 - 7) On 28th March, 2005, a memorandum of agreement was signed between the Singareni Collieries Company Ltd., and workmen represented by the Trade Union Singareni Coal Mines Labour Union (INTUC) at Hyderabad.
 - 8) On 28th August, 2006, a memorandum of settlement arrived at under Section 12(3) of Industrial Disputers Act, 1947, between the management of M/s. Singareni Collieries Company Limited, Kothagudem and the workmen represented by the Singareni Coal Mines Labour Union (INTUC) Recognised Union, before the Regional Commissioner Labour (Central), Hyderabad.
 - 9) On 16th April, 2007, another Memorandum of Agreement was concluded between the management of the Singareni Collieries Company Ltd., and workmen represented by the Singareni Coal Mines Labour Union (INTUC), recognised Union. The Trade Union raised an issue in the matter of regularisation of badlies and partial modification to the memorandum of settlement arrived earlier i.e., on 19.07.1995.
 - 10) On 20th May, 2008, another Memorandum of settlement arrived at between the management of the Singareni Collieries Company Ltd., and the workmen represented



by Singareni Collieries Workers' Union (Recognised Union-AITUC) under section 18(1) of Industrial Disputes Act 1947 Kothagudem.

- 11) On 09-04-2009 Memorandum of Settlement was arrived at under section 12(3) of the Industrial disputes Act, 1947, between the management of M/s. Singareni Collieries Company Limited, Kothagudem and the workmen represented by the Singareni collieries workers union (AITUC), the recognized union, before the Regional Labour Commissioner (Central) Hyderabad at Hyderabad with regard to payment of arrears of charge allowance to the fitters and electricians in Singareni Collieries Company Limited for the period from 01-01-1974 to 30-09-2002.
- 12) On 15-04-2010 Memorandum of settlement was arrived at under section 18(1) of Industrial Dispute Act, 1947 between the management of the Singareni Collieries Company Limited and the work on represented by Singareni Collieries Workers Union (Recognised-union) AITUC, at Kothagudem. After prolonged discussions with the management, understanding has been reached under section 18 (1) of Industrial Disputes Act, 1947 on 15-04-2010 at Kothagudem on various issues. The Management of the Singareni Collieries Company Limited and Union General Secretary of SCW Union (AITUC) and the workmen signed the agreement.

Conclusion:

The present paper has thoroughly discussed the industrial relations is equally serious in public sector and private sector undertakings in India. Today an employer can inflict punishment on an employee only after following some statutory provisions depending upon the nature of the organization. On the importance and need of the present study, the recent past history of the Singareni Collieries Companies Ltd., has created history. Modern concept of Industrial discipline can be defined as “the orderly conduct of affairs by the members of an industrial organization who adhere to its necessary regulations as they desire to cooperate harmoniously in forwarding the end which the group of employees has in view and willingly recognize that to do this, their wishes must be brought into a reasonable union with requirements of the group in action.” The dictionary definition of ‘discipline’ is the practice of training people to obey rules or a code of behaviour, using punishment to correct disobedience. Discipline in Industrial world refers to orderly working of the employees of an industrial undertaking in accordance with established rules, regulations and conventions. Discipline is a force that prompts an individual employee to observe rules, regulations and procedures to attain an objective. Discipline in a broad sense is defined as orderliness in employment environment.

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3. Dr. T. N. Bhagoliwal, Economics of Labour and Social Welfare, 5 (1976)
4. V.V. Giri, former President of India was closely associated with the labour and trade union movement in India throughout his career a founding member of the All India Railwaymen's Federation which was formed in 1923. He was elected president of the All India Trade Union Congress for the first time in 1926.
5. It was way back in 1878, Sorabjee Shapoorji Bengalee drafted a bill for providing better working conditions to the labourers and tried to pass in the Bombay Legislative Council.
6. Narayan Meghaji Lokhande was a pioneer of the labour movement in India.
7. Chittabrata Majumdar was general secretary of Centre of Indian Trade Unions (CITU)
8. S.D. Punekar, R. Varickayi, Labour Movement In India: Documents: 1891-1917, Volume 2, Indian Council of Historical Research, 1990 (New Delhi)
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10. Raja Kulkarni v. State of Bombay (1954) SC 73.
11. Association v. National Industrial Tribunal (Bank Disputes) 5 AIR 1962 SC 17.
12. Ibid, supra
13. T.K. Rangarajan v. State of Tamil Nadu, AIR 2003 SC 3032.
14. Tika Ramji v. U.P (1956) SCR 393.
15. Damayanti v. Union of India, AIR 1971 SC 966.
16. D.K. Yadav v. J.M.A. Industries, (1993) 3 SCC 258.
17. https://sclmines.com/sclnew/company_history.asp
18. According to the official website of the Singareni Collieries Company Limited, https://sclmines.com/sclnew/performance_production.asp, visited on 31-12-2018.
19. The seventeenth century innovation of Longwall system in England has made giant strides over the previous centuries mining. This kind of mining is a form of underground coal mining where a long wall of coal is mined in a single slice.
20. The Moonidih mine under Bharat Coking Coal Limited is located in the Dhanbad-Bokaro Road.
21. Schedule appended to the Coal Mines (Nationalisation) Act, 1973 t which provides list of nationalised coal mines under sections 3, 8 and 18 of the said Act.
22. Section 3 in The Coal Mines (Nationalisation) Act, 1973 provides for Acquisition of rights of owners in respect of coal mines. 3 (1) On the appointed day, the right, title and interest of the owners in relation to the coal mines specified in the Schedule shall stand transferred to, and shall vest absolutely in the Central Government free from all encumbrances.
23. The Bill was subsequently withdrawn and re-enacted with policy formulations.