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## INDUSTRIAL RELATIONS IN INDIA: A STUDY ON EMPLOYER AND WORKMEN RELATIONS IN SINGARENI COLLIERIES COMPANY LIMITED

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### Abstract:

“Industrial relations” pose one of the most delicate and complex problems to modern industrial society. With growing prosperity and rising wages, workers have achieved a higher standard of living; they have acquired education, sophistication and greater mobility. Career patterns have changed for larger section of the people have been constrained to leave their farms to become wage-earners and salary-earners in urban areas under trying conditions of work. The relationship between an employer and his employees was informal, personal and intimate, but with the growth of the giant-sized joint-stock companies and business corporations, each employing in many cases thousands of workers, the relationship between the employer and his employees became no longer intimate and informal. In any organisation, man powers in the form of employees are the backbone to any organization. Employee’s efforts turn corporate goals into realities. Employees with right skills for right jobs are real assets to an organization. The Singareni Collieries Company Ltd., the largest public sector undertaking in Telangana employed thousands of people. It is a fact that a majority of the public sector undertakings in India has surplus manpower and it has become a big threat to their survival. In this study has discussed the employer and workmen relations in Singareni Collieries Company Limited.

**Keywords:** Employer, disputes, workmen, Industrial Relations, wages

### Introduction:

“Industrial relations” pose one of the most delicate and complex problems to modern industrial society. With growing prosperity and rising wages, workers have achieved a higher standard of living; they have acquired education, sophistication and greater mobility. Career patterns have changed for larger section of the people have been constrained to leave their farms to become wage-earners and salary-earners in urban areas under trying conditions of work. Ignorant and drenched in poverty, vast masses of men women, and children have migrated to urban areas, the organizations in which they are employees have ceased to be individually owned and have become corporate enterprises. At the same time, however, a progressive, status-dominated, secondary group-oriented, universalistic, aspirant and sophisticated class of workers has come into being, who have their own trade



unions and who have thus, gained a bargaining power which enables them to give a tough fight to their employers to establish their rights in the growing industrial society. As a result, the government has stepped in and played an important role in establishing harmonious industrial relations, partly, because it has itself become an employer of millions of industrial workers, but mainly because it has enacted a vast body of legislation to ensure that the rights of industrial workers in private enterprises are suitably safeguarded. Besides, rapid changes have taken place in the techniques and methods of production. Long established jobs have disappeared and new employment opportunities have been created, which call for different patterns of experience and technical education. Labour employer relationships have therefore, become more complex than they were in the past and have been given a sharp edge because of the widespread labour unrest. In the circumstances, a clear understanding of the factors which make for this unrest and which are likely to eliminate it would be a rewarding experience for anyone who is interested in industrial harmony.

### **Importance of industrial relations:**

Industrial relations constitutes one of the most delicate and complex problems of modern industrial society. With growing prosperity and rising wages, workers have gained higher living wages more education, sophistication and generally greater mobility. Career patterns have changed as growing proportions have been compelled to leave the farms and become wage and salary earners under trying factory conditions. Large numbers of men, women and children have concentrated in a few urban areas under mass ignorance, drenched in poverty and possessing diverse conflicting ideologies. The working organizations in which they are employed have become larger and shifted from individual to corporate ownership. There also exist progressive-achieved, status-dominated secondary group oriented, universalistic and aspirant-sophisticated class in the urban areas. Employees have their unions

### **Evolution of Industrial Relations**

The origin of industrial relations lies in the employer–employee relationships. The moment workers are divorced from any ownership of the instruments, materials and means of production, they become wage-earners depending for their livelihood upon wages alone. The people who own the instruments and materials of production become their employers and own the products. In the beginning of the industrial society, the economic system consisted of a large number of small competitive businesses and industrial establishments, each employing a small number of workers. The relationship between an employer and his employees was informal, personal and intimate, but with the growth of the giant-sized joint-stock companies and business corporations, each employing in many cases thousands of workers, the relationship between the employer and his employees became no longer intimate and informal. Formal institutions grew up to regulate this relationship. Such factors as the intervention of the state, the growth of trade unions and their federations,



employers' associations, the growth of the sciences of personnel management, industrial psychology and industrial sociology all have tended to influence the spirit and the course of the relationship between employers and employees.

These factors have changed the nature of employer–employee relationship and have converted this private relationship into a relationship of public importance, affecting the welfare of the community as a whole. One can no longer talk of the employer–employee relationship as the private concern of the employer and his employees only. The maintenance of industrial peace and the smooth functioning of industrial relations are the basic requirements of public welfare. The trade unions and their federations of today, as well as the large business corporations separately command an aggregate of power, which can be used for the welfare as well as for the disruption of society. The struggle between these two wings of industrial relations fighting for the sharing of the joint products of labour and capital is not a scene which one can view with equanimity. The result is that the problems of industrial relations, such as strikes and lock-outs, industrial discipline, hiring and firing, promotion and transfer, payment of wages, bonus and fringe-benefits have become essentially acute and demand understanding and constructive solutions.

### **Parties to Industrial Relations**

Simply stated, industrial relations are the outcome of the employment relationships in industry. The state influences these relations to a great extent. Thus, there are three major variables in industrial relations:

**Workers and their organizations:** the personnel characteristics of workers, their culture educational attainments, qualifications, skills, attitude towards work, etc. play an important role in industrial relations. Workers organizations, known as trade unions, are political institutions. Trade unions are formed for safeguarding the economic and social interests of the workers. They put pressure on the management for the achievement of these objectives.

**Employers and their organizations:** the employers are a very important variable in industrial relations. They provide employment to workers and try to regulate their behavior for getting high productivity from them industrial unrest generally arises when the employers' demands from the workers are very high and they offer low economic and other benefits. In order to increase their bargaining power, employers in several industries have organised employers associations. These associations put pressure on the trade unions and the government. They also participate in tripartite bodies constituted by the government to regulate industrial relations.



**Government:** the government exerts an important influence on industrial relations through such measures as providing employment, intervening in working relationships and regulating wages, bonus and working conditions through various laws relating to labour. The government keeps an eye on both the trade unions and employers organisations to regulate their behavior in the interests of the nation.

### **Labour and employment legislation**

One of the main features of labour law in India is their multiplicity. Legislation can be framed by both the centre and the states, since labour is in the Concurrent List of the Indian constitution. These laws cover both organized industry as well as the unorganized sector. Laws meant for the organized sector can be classified into three main categories—laws on labour management relations, laws on establishments and working conditions, and laws on welfare and social security.

#### **Laws on labour management relations include:**

1. Industrial Disputes Act, 1947 which is applicable for any business, trade, service, employment, occupation other than agricultural operation, hospitals, educational institutions, certain government departments like defence, domestic service, cooperatives, and group activities involving less than 10 persons.
2. Industrial Employment (Standing Orders) Act, 1946 for establishments employing 100 or more persons.
3. Trade Unions Act, 1926 and the Amendment Act, 2001 for establishments with any seven persons or 10 per cent of the workers, whichever is more, in a trade, employment or occupation.
1. Laws on establishments and working conditions include:
  4. Factories Act, 1948 for establishments employing 10 persons or more working with aid of power, or 20 or more persons working without the aid of power.
  5. Mines Act, 1952 for all mines, bore holes, oil wells, quarries, open cast workings, and related activities.
  6. Plantations Labour Act, 1951 for all plantations of 5 hectares or more employing 15 persons or more.
  7. Contract Labour Act, 1970 for organizations or contractors employing 20 persons or more.
  8. Payment of Wages Act, 1936 for all non-executives in all establishments earning below a certain level.
  9. Minimum Wages Act, 1948 for all occupations and factory establishments, service establishments, etc., notified in government schedules.
  10. Payment of Bonus Act, 1965 for establishments employing 20 persons or more.



11. Equal Remuneration Act, 1976 for all establishments, occupations, jobs. Laws on welfare and social security include:
12. Employees' Provident Fund Act, 1948 for all organizations employing 20 persons or more.
13. Employees' State Insurance Act, 1948 for all registered non-seasonal factories not enjoying government benefits already.
14. Workmen's Compensation Act, 1936 for any non-casual worker or those employed other than for a business.
15. Maternity Benefit Act, 1972 for all factories, mines, plantations, establishments employing persons or more, in which women are working.

Main issues in the agenda of the social partners in industrial relations

### **Government**

The government had no declared policy on labour on its website in 2006, not because labour has ceased to be of importance, but because labour is difficult to have a policy on at this juncture. Given the economic history of the state, the Left Front government is being forced by circumstances to drive an aggressive industrial growth policy to create more employment, similar to what is happening in Orissa, Jharkhand and even to some extent in Bihar, the other eastern states. Its policy on public enterprises is to rationalize its own industrial units and to look at and take serious decisions on the viability of the undertakings. Specifically its policy is to (a) close structurally unviable units, (b) restructure potentially viable units, combining business, financial and administrative restructuring for retention under ownership of government, and (c) seek joint venture partners through investment of up to 74 per cent of equity in some potentially viable units requiring investment to attain viability. Two units have been closed already, and the government is committed to protecting the interests of the employees. Among the joint ventures, the deal on the Great Eastern Hotel is final with many employees having accepted the Early Retirement Scheme, and the government promising re-absorption of younger employees by the new entrepreneur. The hotel is under extensive renovation already and was expected to re-open in 2008.

In other sectors traditionally dominated by the state, such as transport, the government's policy is to promote integrated and optional development of all forms of transport. This means in practice that the bulk of transport services is provided by private parties. The practice of tripartism, which used to be one of the unique features of industrial relations in the state, is now sparing and confined primarily to conciliation of disputes and occasional meetings of tripartite bodies.



## **Labour**

The existing unions are under pressure due to (a) change in worker preferences for independent or non-affiliated unions (see results of union elections in appendix 3); (b) pressure from management to improve productivity and competitiveness; (c) inability to escape from the government logic of privatization and development support for industrialists and acceptance of government pressure to forgo militant movements and be reasonable in order to attract industrialists to the state; (d) acceptance of contractual and casual employment, for instance, which is being used in many perennial jobs on a regular basis; (e) being defensive about protecting existing rights and strengthening job security in the current context; (f) inability to take militant action against employers (in traditional industries) who rampantly flout agreements or legislation, particularly in jute, engineering and plantation industries (This is much more widespread than the government is prepared to admit. Some observers have admitted that 80 per cent of the units in these industries violate law or agreements.); (g) inability to stand up to management who are much more determined and able to carry out what they have decided, generally in the name of cost reduction and improved competitiveness; (h) inability to prevent the co-optation by management of individual trade union leaders, which is quite rampant (While there always were corrupt union elements who could be manipulated for employer interests, this is much more widespread now, leading to workers suffering, which speaks very poorly of union leadership today.); (i) acceptance of sub-contracting and outsourcing which are common in many manufacturing industries, with a major downward effect on permanent and regular workforce; and (j) attempting unionization in hitherto non-unionized niches, perhaps an attempt to break the stereotypes and shackles.

## **Management**

On the other hand, there are signs of convergence. Management is eager to expand and grow but on their terms, and likes to maintain flexibility on employment issues through various methods (this is in response to the legal restrictions against firing of employees or closure of establishments). They expect full cooperation from both the government and unions and are eager to attune industrial relations policy with their corporate strategy and business plans, which is in keeping with global trends. Companies are keen to adopt new industrial relations and HR strategies to cope with the demands of competitiveness and are consciously shifting from industry/sector focussed industrial relations to enterprise focussed employee relations



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## **Employer and Workmen Relations in Singareni Collieries Company Limited**

On the location of the present coal mining company, the Singareni Collieries Company Limited (SCCL) is geographically situated in southern part of India and having its operations in previous four districts of northern Telangana i.e., Khammam, Karimnagar, Warangal and Adilabad. On the profile and performance of the company, the Singareni Collieries Company Limited is supplying requirements of coal to most of the customers located in Telangana state and to some extent in southern parts of India as well, including some parts in Maharashtra. The Singareni Collieries Company Limited is has introduced advanced machinery and technologies and operating with finest Mining Technology in 19 Opencast Mines and 34 Under Ground Mines belonging to the Company. On supply side of coal, the company is presently the Singareni Collieries Company Ltd., is supplying coal mainly to four major power utilities i.e., National Thermal Power Corporation (NTPC), Ramagundam, Telangana-GENCO power utilities of Telangana State, Karnataka Power Corporation of Karnataka and Parli power station of MAHAGENCO. In view of large number of workers employed in the company, study on the employer-employee relations is essential to ascertain the satisfaction levels of the workers employed.

In any organisation, man powers in the form of employees are the backbone to any organization. Employee's efforts turn corporate goals into realities. Employees with right skills for right jobs are real assets to an organization. The Singareni Collieries Company Ltd., the largest public sector undertaking in Telangana employed thousands of people. It is a fact that a majority of the public sector undertakings in India has surplus manpower and it has become a big threat to their survival. As a result, many public sector undertakings in India including the Singareni Collieries Company Ltd., have resorted to manpower rationalization. The company introduced Voluntary Retirement Scheme known as "Golden Hand Shake" to its employees during 1999-2000. Further, new appointments have not been made for quite a long time unless and until there is a clear vacancy. The below mentioned statement shows gradual decrease of manpower in the Company over the years commencing from 2001-02 to 2017-18.

**Table- 1****Manpower Particulars in the SCCL**

| <b>Year</b>  | <b>Manpower</b>     | <b>Reduction</b> | <b>Percentage of Change</b> |
|--|---------------------|------------------|-----------------------------|
| 2001-02  | 99,442              | -                | -                           |
| 2002-03  | 97,053              | 2389             | (-) 2.40                    |
| 2003-04  | 93,722              | 3331             | (-) 3.44                    |
| 2004-05  | 91,970              | 1802             | (-) 1.88                    |
| 2005-06  | 86,025              | 5765             | (-) 6.46                    |
| 2006-07  | 82,224              | 3801             | (-) 4.42                    |
| 2007-08  | 75,573              | 6651             | (-) 8.09                    |
| 2008-09  | 70,586              | 4987             | (-) 6.60                    |
| 2009-10  | 69,043              | 1543             | (-) 2.19                    |
| 2010-11  | 67,615              | 1428             | (-) 2.07                    |
| 2011-12  | 66,466              | 1129             | (-) 1.70                    |
| 2012-13  | 64,600              | 1886             | (-) 2.83                    |
| 2013-14  | 61778               | 2822             | (-) 4.36                    |
| 2014-15  | 58837               | 2944             | (-) 4.77                    |
| 2015-16  | 58491               | 343              | (-) 0.60                    |
| 2016-17  | 56282               | 2209             | (-) 3.77                    |
| 2017-18  | 54043               | 2239             | (-) 3.98                    |
| Overall reduction of manpower from 2001 to 2017-18 | 99,442 (-)<br>54043 | <b>45389</b>     | <b>(-) 45.64</b>            |

In addition to the workmen and employees working in the Company, the Singareni Collieries Company is also engaging outsourcing and public-private partnership in the following areas which is a strategic business initiative. It is a fact that outsourcing improves



productivity, reduces administrative costs, increases focus on strategic initiatives, reduces expenditure and improves access to specialist expertise. The company employed outsourcing as a strategic initiative.

- To improve business focus on core competency.
- To gain access to world-class capabilities and technology.
- To reduce total cost of operations.
- To achieve performance guarantees.
- To overcome limited internal resources such as capital and skilled manpower.
- To free up capital for core business.
- To transfer operating risks to the service provider
- To off-load functions difficult to manage and control.

The Singareni Collieries Company Limited, the largest public sector undertakings in Telangana state has employed as many as 64,600 people in different capacities such as engineers, managers, miners, medical, training and canteen staff. These people can be broadly classified into two types, namely, executives and non-executives.

**Table - 2**

**Region wise Manpower**

| Area/Region/Corporate Office, Hyderabad Office etc. | Total manpower |               |              |              |
|---|----------------|---------------|--------------|--------------|
|   | Under-ground   | Opencast      | Surface      | Total        |
| Kothagudem Region                                   | 22252          | 3314          | 1784         | 7350         |
| Bhupalpelli region                                  | 12462          | 1836          | 3778         | 18076        |
| Ramagundam region                                   | 12535          | 5214          | 4184         | 21933        |
| Corporate Office/ Hyderabad office etc              | 6              | 0             | 2461         | 2467         |
| <b>Total</b>  | 47255          | <b>10,364</b> | <b>12207</b> | <b>49826</b> |

In the Singareni Collieries Company Ltd. (SCCL) the management has laid down clear Industrial Relations Policy by providing effective mechanism to discuss the issues, with Recognized Union at Company and Area level and with representative Status Union at Area level. By introducing reforms in the Singareni Collieries Company Ltd., (SCCL), harmonious industrial relations are being maintained through systematic co-operation between the labour



and the management of the Company and which ultimately helps in reducing costs, increasing the production and productivity, improving quality of work and maintaining Industrial Peace & improvement in overall quality of life. Thus, the Organizations which ignore the importance of industrial relations face high cost of production. Adverse effect on efficiency, low-grade production, negligence in the execution of work, absenteeism among the workers, high rate of labour turn-over etc. are the evils that result from poor industrial relations. Lack of cordiality in industrial relations not only adversely affects the interests of the labourers and employers but also cause harm to different sections of society. They are faced with lot of difficulties and problems. Since the government has enacted a large number of legislations, which provide a protective shield to the workers, the subject of 'Industrial Relation' is becoming increasingly technical day by day in the company.

In Singareni Collieries Company Limited, the industrial relations generally continued to be satisfactory though not encouraging. The coal mine workers in India are governed by uniform wage structure and service conditions formulated by Joint Bipartite Committee for Coal Industry (JBCCI) periodically at national level. However, further improvements were also effecting in the Singareni Collieries Company Limited through bipartite/tripartite agreements. In the Singareni Collieries Company Limited in the field of industrial relations, the management of the company has been facing constrains mainly due to multiplicity of trade unions, earlier extremist activities and illiteracy of the workers. According to the data collected, there used to be as many as 72 trade unions and employees associations operating in the the Singareni Collieries Company Limited in 1996, however, the number has considerably brought down by now.

The provisions of the Industrial Disputes Act, 1947 which provides for constitution of Works Committee, which is one of the important steps for the prevention of the industrial disputes. Such Works Committees have been constituted in SCCL in all the mines which are popularly called as mine Committee. These Committees are constituted mainly to discuss matters relating to production, welfare and safety and such other matters which are within the preview of such committees. Accordingly, a Mine Committee consisting of 16 members comprises Chairman of the Committee, who generally consisting of Colliery Manager and Assistant Manager, Welfare Officer, Medical Officer from management side and Mining Sardar, Shot firer, Fitters, Timber men, Linemen, Engine Driver, Trammar and other three workers selected one each from each shift will be representing in such committees. The Committee formally meets at least once in a month and sorts out grievances at floor level. In the SCCL the workers participation in management for the first time was introduced in the year 1971-72 by constituting a Mines Committee in each and every mine.

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## Standing Orders in the Singareni Collieries Company Ltd

The following are the standing orders of M/s. Singareni Collieries Company Limited in respect of employees engaged in various mines and other offices.

### Commencement and Application

These Standing Orders shall come into force from a date to be determined in accordance with the provisions of The Industrial Employment (Standing Orders) Act, 1946 and shall apply to all workmen employed in all units of the Singareni Collieries Co. Ltd., which come within the definition of Industrial Establishment as defined in the Industrial Employment (Standing Orders) Act, 1946 and include all the workmen governed by the National Coal Wage Agreement.

### Definition under the certified Standing Order

‘**Attendance**’ means the presence of the workman concerned at the place or places where by the terms of his employment he is required to report for the work and to get his attendance marked. ‘**Competent Authority**’ means an officer specially nominated by the Chairman/ Managing Director concerned by an order in writing for the purpose of these Standing Orders. Such orders shall be put on Notice Board and copies sent to the concerned Registered Trade Unions.

### Classification of Workmen

For the purpose of these Standing Orders workmen shall be classified as follows:-

‘**Apprentice**’ is a learner who is paid an allowance during the period of his training which shall inter alia be specified in terms of contract provided that the Apprentice engaged under the Apprentices Act shall be covered by the provisions of the Act only.

‘**Badli**’ or ‘**Substitute**’ is one who is appointed in the post of a permanent workman or probationer who is temporarily absent. He becomes eligible for regularisation, on completion of continuous period of service of one" year (190 attendances in the case of below ground and 240 attendances in the case of any other workman), subject to availability of sanctioned vacancies’.

A ‘**Permanent workman**’ is one who has satisfactorily put in 6 (six) months continuous service in a permanent post as a Probationer.

A ‘**Probationer**’ means a person who is provisionally employed to fill a vacancy in a permanent post for a period not exceeding 6 (six) months and has not completed his probationary period provided that the period of probation may be extended by the management beyond the original period by not more than 3 (three) months for reasons to be



recorded in writing. If a permanent workman is employed as a probationer in a new post, he may be at any time during the probationary period, not exceeding 6 (six) months, be reverted to his old permanent post unless the probationary period is extended by another 3 (three) months for reasons to be recorded in writing.

**‘Temporary workman’** means workman who is appointed for work which is essentially of a temporary nature or who is employed in connection with a temporary increase in permanent work for a period not exceeding 6 (six) months provided that in case the temporary workman is placed on probation, the period of his temporary service shall count towards the probationary period.

### **Singareni Collieries Company Limited Conduct, Discipline and Appeal Rules**

1. Rule 4 provides rules which deals with conduct which provided under Rule 4 and of the Singareni Collieries Company Limited conduct, discipline and appeal rules as applicable to the executives of the company.
2. Rule 5 deals with Misconduct which include various acts which amount misconduct.
3. Rule 6 deals with the employment of near elation (s) or use of his position in securing employment, permitting family member to accept employment without authority, discharge of duties scrupulously strictly in accordance with the Rules and also giving full details of the family members and relatives at the time of first appointment itself.
4. Rule 6 deals with the provisions relating to taking part in Politics and Elections.
5. Rule 7 provides disciplinary action for taking part in Demonstrations – Accordingly, no employee of the Company shall; (i) engage himself/herself or participate in any demonstrations/ strike in connection with conditions of his service and/ or which involves incitement to an offence.
6. Rule 8 deals with connection with Press and / or Radio which shall be except with the previous sanction of the Competent Authority, own wholly or in part or conduct or participate in the editing or management of, any newspaper or other periodical publication. So also this is in case of news paper electronic media and publications.
7. Rule 9 provides prohibition broadcast or telecast on radio, television or in any document published anonymously or in his own name or in the name of any other person or in any communication to the press or in any public utterances make any statement of fact or opinion, which has the effect of an adverse criticism of any current or recent policy or action of the Central Government or a State Government and/ or the Company or is capable of embarrassing the relation between the Central Government/ any State Government and the Government of any foreign State and/ or the Company. Provided that nothing in this rule shall apply to any statements made or views expressed by an employee in his official capacity or in the due performance of his duties assigned to him.



8. Rule 10 imposes restriction on employees in joining or continue to be member of an Association, the objective or activities of which are prejudicial to the interest of the sovereignty and integrity of India or public order or morality or an organisation banned by Government.
9. Rule 11 of the Disciplinary rules deals with evidence before Committee or any other authority.
10. Rule 12 speaks about unauthorised communication of information.
11. Rule 13 deals with subscription which including ask for or accept contributions to or otherwise associate employee with the raising of any fund in pursuance of any object, whatsoever, except as sanctioned by any law of the land, or rule or order of the Company, for the time being in force.
12. Rule 14 deals with prohibition of acceptance of gifts including dowry.
13. Rule 15 imposes restrictions on accepting of Public Demonstrations in Honour.
14. Rule 16 prohibit private trade or employment.
15. Rule 17 bars Investment, Lending and Borrowing in any speculate investment and also prohibit permit his wife or any member of his family to make any investment likely to embarrass or influence him in the discharge of his/her official duties. Sub-sections deals with further various restrictions and role of Competent Authority in dealing such matters.
16. Rule 18 expressly addresses the issue of insolvency and habitual indebtedness of the employees of the Company.
17. Rule 19 deals with the acquisition of movable, immovable and valuable property.
18. Rule 20 is on vindication of acts and character of employees.
19. Rule 21 prohibits Canvassing of Non-official or other outside Influence.
20. Rule 22 deals with matters relating to marriages and related offences.
21. Rule 23 is on prohibition of consumption of intoxicating drinks and drugs.
22. Rule 23 deals with Sexual Harassment of various manifestations.
23. Rules 24, 25, 26 deals with the conditions of imposing Suspension of an executive and consequences thereof.
24. Rule 27 of the Singareni Collieries Company Limited Conduct, Discipline and Appeal Rules deals with the nature of nature of penalties for indiscipline in respect of executives. According to these rules, the following penalties may, for good and sufficient reasons, be imposed on an employee for misconduct, as presented below:

#### **Minor Penalties**

- a) Censure;
- b) Withholding increment, with or without cumulative effect;
- c) Withholding promotion; and



## **Major Penalties**

- a) Reduction to a lower grade or post or stage in a time scale
  - b) Compulsory retirement
  - c) Removal from service;
  - d) Dismissal; and
  - e) Recovering from pay or gratuity of the whole of or part of any pecuniary loss caused to the Company by negligence or breach of orders or trust.
1. Rule 28 deals with the Disciplinary Authority - Authority competent to impose penalty as specified in the Schedule or authority higher than it or any other authority to which powers have been delegated may impose any of the penalties.
  2. Rule 29 deals with the procedure for imposing major penalties.
  3. Rule 30 deals with the action on the Inquiry Report The Disciplinary Authority.
  4. Rule 31 deals with the procedure for imposing Minor Penalties under
  5. Rule. Rule 32 Deals with the procedure of communication of orders.
  6. Rule 33 deals with the common proceedings.
  7. Rule 34 deals with the special procedure in certain cases.
  8. Rule 35 contains provisions relating to deputation of employees on from the Central Government or the State Government.
  9. Rule 36 provides right of appeal.
  10. Rule 37 provides provisions relating to Review.
  11. Rule 38 deals with the provisions relating to service of orders, notices etc. Rule 39 is Company Rule on power to relax time limit and to condone delay. Rule 40 contains Rule of the Company relating to Savings clauses.
  12. Rule 41 is Rule of removal of doubts under these Rules.
  13. Rule 42.0 deals with the amendments.
  14. Rule 43 is on Repeal.

On imposing of disciplinary proceedings in respect of the officials of the Singareni Collieries Company Ltd., the Chairman and Managing Director shall be disciplinary authority in respect of all officers in E-1 to E-9 Grades and Schedule 'B' pay scales and all penalties can be imposed by such authority. The Appellate authority/Reviewing authority in respect of the above officials shall be the Committee of Directors.

## **Conclusion:**

Industrial system has brought about number of complexities which have rendered the management of people in an enterprises more difficult and complicated than ever before traditional industrial relations gradually giving place to modern industrial relations posing a variety of complex and complicated problems covering all levels of employees at various



levels of management its main objective is to develop the cordial relations in the organization.

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