

DYNAMICS OF INDUSTRIAL RELATIONS, TRADE UNIONISM
LABOUR WELFARE IN INDIA (1989). By Srikanta Mishra. Saha
Publishers and Distributors, Sambalpur (Orissa), Pp. viii + 286 Price
Rs. 30.

THE MODERN world is technologically advanced and industrialised. In such a scenario majority of the people employed in the organised sector are engaged in a variety of industrial occupations. The economic, political and social welfare of the common man in society is dependant on the welfare of the workers employed in industries. The welfare of the industrial workers depends on the economic production which can be achieved only if there are healthy industrial relations between the employers and the employees, the growth of dynamic trade unions and the welfare facilities and social security measures provided to the workers. In this context the study and research in the area of industrial relations, trade unionism and labour welfare is of primary importance. And good books in these areas are very much needed in India.

The book under review¹ purports to deal with a wide area about industrial relations, trade unionism and labour welfare in India. The book has been divided into three parts without any chapterization. It has been written basically for the student² as a help book. The first part of the book deals with the definition, concept and scope of industrial relations, evolution of industrial relations, industrial relations and industrial unrest in India, workers participation in management, their education and training, collective bargaining including methods of industrial relations and the industrial relations in public sector. However, all the above aspects have been dealt with haphazardly.

Part two of the book deals with trade unionism which tries to cover the concept of trade unionism, the birth of trade unionism, some theories of trade unionism, trade union movements in UK, USA and USSR., the trade union movement in India, the problems of trade unions in India, functions and role of trade unions, including trade unions and economic development and the employer's organizations. However the author has tried the cover such a vast area without much clarity.

Part three of the book while dealing with the aspect of labour welfare in India attempts to focus on the concept of welfare state, definition and scope of labour welfare, the growth of modern industry, the impact of industrialization, labour welfare practice in India and various enactments and legislations dealing with the welfare and social security of industrial workers in

1. Srikanta Mishra, *Dynamics of Industrial Relations, Trade Unionism, Labour Welfare in India*, hereinafter referred to as the book.

2. *Id.* at vi.

India. Even this section has been written without much understanding of the labour legislation and proper explanation of the welfare and social security measures provided in India.

The title of the book appears to be quite attractive. The contents however, do not go well with the title. The book is full of bad and confused English and spelling mistakes. The quality of printing is not good either. For instance while dealing with labour-management relations the book states : "It contrast to collective bargaining, involves of joint decision making in the matter of admitted divergent interest, co-operation represents joint decision making in matter of admittedly common interests. Thus, before such a co-operation can take place, each of the parties has to be convinced that in some defined areas."³

We may here point out some of the spelling mistakes which are present throughout the book. For instance 'basic' has been mentioned as 'basis',⁴ 'baneful effects' has been spelled as 'beneful effects'⁵ and toilets have been mentioned as 'toils'.⁶ Even the numbering of pages is not in continuous order as the third part of the book again starts with page number 1.

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3. *Id.* at 19.

4. *Id.* at 95.

5. *Id.* at 24.

6. *Id.* at 38.

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BOOKS RECEIVED FOR REVIEW

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