

Depiction of Industrial Relations in Movies: An Exploratory Study

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The purpose of this paper is to present an exploratory study on the depiction of industrial relations in commercial or popular movies. The paper begins with a brief note on the social, political and cultural influence of movies along with the need for and importance of this study. Further, the criteria for selection of movies and the methodology adopted for the study is delineated. A content manifest approach is used in this paper. Followed by this is an examination of the movie background and findings from the analysis. The paper concludes with the contributions and implications of this study.

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Introduction

Industrial relations (IR) have several actors involved in it; but the perception among non-actors is influenced by print and visuals due to its unique ways of depiction of IR. Among these is silver screen, with its myriad forms of storytelling and long history that has played a subtle and significant role (Walsh, 1986). Many movies were made over the last century, which tried to depict the industrial scenario in realistic, artistic or sordid manner (Margolies, 1981). The neglect of such movies by labor researchers has created a void (Walsh, 1986). This dearth of studies needs to be rectified and any amount of written history cannot supplant the importance of movies.

Movies are different from articles or books, even if they depict the same incident. Movies tell multiple stories about the pattern of human experience and speak a different language, often making the viewer think in different ways (Frank, 2000). Many a times, the images that movies make are reflections and in some cases illusions of reality (Stoffregen, 1997). Further, movies have

helped save the oral history of lived experiences of labor movement, in which the voice, color and motion helps revive and validate the collective memory, every time the movie is viewed (Brigden, 2016). Movies also have a significant historical role as a control system in social conflicts (Snyder, 1995). Movies become effective, powerful and convincing when it has the least bias and the deepest reach and thus have profound impact on society (Puette, 1992). This exploratory study aims to analyze a few selected movies that have served as social evidence, which can also serve as a tool for teaching IR for future generations.

Literature Review

Movies were a political weapon of the working-class resistance as well as the capitalist dominance (Ross, 1991). Movies were of two types; the shorter one produced by unions for education and training of their cadre and the longer ones produced by production houses for commercial purpose. When movies progressed to better technology, it became difficult for the working-class to make their own movies. Adding to this was the state opposition to many radical themes and liberal movies (Ross, 1991). On the commercial side, many movies that were aimed at the working class problems had the ulterior motive of providing entertain-

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ment rather than depicting the reality (Zieger & Zieger, 1982). Such movies have not done any good for the larger cause of labor movement and hence are not worthy of any detailed study.

Movies in general blend social realism and rhetorical coherence to create an overarching narrative (Borda, 2010). Such narratives can perpetuate stereotypes as well as imprint images in the minds of society (Ross 2001). Characters in movies and their associated image become the pivotal point of creating the narrative. But, precedence to the personal problems and the associated melodrama over the social problem (Borda, 2010) and political patronage may create distortions. This may not be the case always and some movies have created a realistic picture and positive narrative (Demerath, 1981).

Even though miniscule in count, many movies incorporate a historical and realistic context that has contributed to the cultural discourse of the society (Borda, 2010). Conservative movies depicted unions, leaders and strikes in bad light whereas, liberal movies condemned exploitation and advocated reform. Radical movies romanticized with militant trade unionism and radical changes in society. In the US, in the 1920s, the share of liberal and radical movies reduced and the share of conservative movies increased (Ross, 2001). One reason for this decline was the corporatization of movie industry and the associated labor problem in the industry itself (Zieger & Zieger, 1982). Internal labor problems in movie production houses created an aver-

sion to taking up labor themes in movies. Further, in the post Second World War scenario, the call for national unity blunted the anti-establishment cause and as a result most movies on working class people focused more on individual problems and less on social problems (Ross, 2001). Despite such temptations, many movies have presented the industrial relations cause in an entertaining way, some of them even successful on a commercial scale.

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This paper is a study of a few selected movies that have depicted IR in diverse and detailed manner, which can influence the perception about IR among non-actors and can also be an effective tool for teaching IR to future generations. The importance is for the industrial relations cause in comparison to entertainment quotient and commercial success. The larger objective is to fill the academic

void created due to neglect of movies based on IR by researchers and academicians.

Methodology

In concurrence to the literature discussed above, a few criteria were finalized to select the movies. They are:

1. Absence of ruling regime glorification
2. Absence of family melodrama
3. Precedence to worker cause
4. Theme diversity
5. Sample heterogeneity.

A long list of movies were made and based on the above criteria, six movies were selected. Inspirational true story behind the movie, the context of the movie and the depth of depiction of the industrial relations were the implicit measures used to ascertain social cause, theme diversity and heterogeneity that the movie had brought into the sample set. The details of the selected movies are given in Table 1.

Table 1 Selected Movies & Countries of Origin

SI/No.	Movie	Language & Country	Year
1	Salt of the Earth	English – USA	1953
2	Seemabaddha	Bengali – India	1971
3	Silkwood	English – USA	1983
4	Aghaat	Hindi – India	1985
5	Bread And Roses	English – USA	2000
6	Made in Dagenham	English – UK	2010

A two stage methodology is followed in this study. Firstly, a movie analysis is done in the traditional manner. Here, the context of the movie is described in terms

of the industrial relations scenario of the region using the inspirational story behind the movie and the impact on society. The purpose of a movie analysis in the tradi-

tional manner is to set the perspective from which the movie needs to be analyzed. In addition, such analysis also corroborates the criteria of theme diversity and sample heterogeneity used for movie selection.

The second stage is to examine the depiction of industrial relations scenario. To develop a qualitative understanding of the context of a movie, a combination of visual and audio data analysis is required (FitzGerald, 2012). A visual is similar to the field notes of a participant observer and thus is a source of information containing potential data (Erickson, 2012). Movies contain a flood of information and any attempt to do fine-grained molecular coding will be incomplete. Thus, a molar coding without much emphasis on micro aspects is suitable for movie analysis. Hence a manifest content approach derived from the subject matter, which gives less importance to the latent content is used to analyze movies. The analysis prominently looks for objects, gestures and phenomenon to arrive at the manifest content (Erickson, 2012). The focus is descriptive analysis with very little or no explanatory element in it. Using the manifest content, the depiction of IR in these movies is understood and inferences on the image that such a depiction creates are made.

Movie Background Review

Salt of the Earth (English-1953): Salt of the Earth, made in cooperation with the International Union of Mine, Mill and Smelter Workers, is based on the true story of a miners' strike by the Mine-Mill Union against the Empire Zinc Corp. The

movie created much controversy in the United States as it was in favor of communist ideas. The Director and Producer of the movie were blacklisted and the lead character was arrested, banned from acting and then deported to Mexico. Laboratories refused to process the film, projection technicians declined to show the movie, distribution was blocked and theaters cancelled bookings. Interestingly, many mine workers and their wives from the actual strike played similar roles in the movie. Salt of the Earth was blacklisted in United States during the cold war era.

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Seemabaddha (Bengali – 1971): The movie, Seemabaddha, part of the Calcutta Trilogy, is based on the novel 'Seemabaddha' by Mani Shanker Mukherjee. This movie talks the story of an ambitious sales manager of a British fan manufacturing company aspiring to be the future director of the organization. An unexpected crisis and the ensuing conspiracy hatched and executed by the management to escape from this crisis forms the backbone of this master piece movie.

Silkwood (English-1983): 'Silkwood' is a movie about a real life personality, Karren Silkwood, a member of Oil, Chemical & Atomic Workers Union who was assigned to investigate health and safety issues. She discovered numerous violations and in 1974,

Silkwood testified to the Atomic Energy Commission (AEC) about the serious violations of health and safety. Karren decided to go public and collected documentary evidence, but died in a fatal car accident while on her way to meet a national union leader and a reporter of prominent newspaper.

Aghaat (Hindi-1985): Aghaat, meaning anguish, is an offbeat marvel of Indian cinema enriched by the stalwarts of parallel cinema. This movie is not based on any true incident, but an accumulated depiction of the industrial and trade union politics that existed during the period. Industrial strikes and clamp down by government. were rampant during the 1970s in India. Aghaat can be inferred as a late response to the persecution of trade unions during that period. This movie is selected for the brilliance demonstrated in crafting the various industrial scenarios in a realistic way.

Bread & Roses (English-2000): Bread and Roses is inspired from the three-week strike of Janitors in Los Angeles (LA) in the year 1990 called as Justice for Janitors (JJ). The movie carries the historic slogan of the striking textile workers as its title – Bread and Roses. Many real life janitors and a few trade union organizers also made small appearances in the movie. During the 1980s, large real estate companies started giving cleaning contracts and the building service contractors were in high competition among themselves. This led to wage cut and stoppage of other perks including the health cover. Strike went on for three weeks and finally the em-

ployers agreed for a 22% increase in wages over next three years.

These incidents culminated in the passing of Equal Pay Act 1970, which came into force in 1975.

Made In Dagenham (English-2010): This British movie, based on the true story of Ford sewing machinists' strike of 1968, is a slightly dramatized version of a real incident. The strike had lasted for three weeks and demanded equal pay for women. The actual shooting was done in a former Hoover factory in Wales. A former Dagenham Ford worker had contributed immensely to the movie's theme. The strike had an enduring legacy. These incidents culminated in the passing of Equal Pay Act 1970, which came into force in 1975.

Analysis

The depiction of industrial relation scenario is quite interesting in the movie – Salt of the Earth. Empire Zinc Corporation had Anglo as well as Hispanics as workers. Hispanics did not have running water or restrooms in their house while Anglos had. The strike began in 1950 and went on for 15 months. Labor union organizer supported the union and was arrested during this struggle. In 1951, a judge issued an injunction preventing the workers from being part of a picket line. This prevented the miners from participating but fell inadequate as a deterrent to the picket. Miners' wives took over the strike and withstood all the violence

and resistance that was forced upon them. Eventually by 1952, the picketers won the strike.

The movie began by showing the plight of Hispanic workers in comparison to their white counterparts. The initial efforts to collectivize happened in two different ways. Workers were more concerned about the work conditions inside the mines and coupled with the apathy shown by the supervisors towards the problem of miners, triggered the miner collectivization. At the same time, the sanitation issues at the miner housing areas were bringing the miner wives closer. An accident happens and a few workers stood-up to question the attitude of management. This became a turning point in the movie and led to a stoppage of work.

The union meetings are shown in a well-studied and practical manner. The seating arrangements and proceedings point toward a very formal meeting. A high level of internal democracy is practiced and the meeting proceedings are guided by the constitution. The call for strike and approving of the women picketing line were taken through a vote of majority. As depicted in the second union meeting, women request for voting rights in the decision making was turned down. But, since it was a decision concerned with women picket line, the meeting was declared as a non-trade union meeting. Then the proceedings happened as in any community meeting and voting rights were given to women. The interventions of the union leader to control debates in the meeting were pragmatic. The anger

and passion that members showed while espousing their views looked realistic. The court order invoked debates about law, union constitution and alternative methods of agitation.

This movie has depicted the union as a principled and organized group adhering to rules and constitution along with openness to democratic principles and emancipation.

The strike plays a major part of the movie. The picket line by men had women as onlookers and vice versa. The goons had to go back seeing sheer number of picketers. While women were on picket line, all the workers (husbands) were standing guard and even tried to force themselves into the picket when the women were attacked. But, participation of men in picket would have been a contempt of court order and hence was prevented by women themselves. The authorities who came for eviction had to go back. This movie has depicted the union as a principled and organized group adhering to rules and constitution along with openness to democratic principles and emancipation. It is also depicted that collectivization as a response to inequalities and lack of facilities leading to innovative and lawful agitation. A summary of the above analysis is given in Table 2.

In the movie *Seemabaddha*, the sales manager is a successful executive and his life revolves around family and socializing with colleagues. The sales manager of the fan division has a competitor in the organi-

Table 2 Salt of the Earth Summary

Central Theme	Incident	Manifest Content	Depiction
Work Safety	Accident at work site & Work Stoppage by Workers	Management apathy to worker safety	Collectivisation as a response to inadequate facilities and inequality
Racial Inequality	Workers discussing racial discrimination & Lack of facilities Worker wives discussing discrimination and facilities	Equal Facilities for all workers & family Equal facilities for all workers & family	
Trade Union	Union meeting court order & women participation Union meeting & Deciding to strike	Voting rights to women Adherence to trade union constitution	Democratic and emancipatory trade unions
Strike	Picket line by women & violence Picket line by Men Women resistance to forced eviction	Worker family participation Workers protest Worker facilities	Law abiding and creative forms of agitation

zation, the manager in-charge of the lights division. Both are at equal level in the organization hierarchy and eyes for the senior position that is lying vacant. Just few days before the shipment of a large order for fans, the sales manager is informed about defects in the product. This brings the revenue and reputation of the whole organization at stake. The sales manager conspires with the personnel manager to

come out of this crisis. In the following days, the quality of food in the canteen is degraded suddenly, leading to worker unrest, with a few workers misbehaving with managers. A strict management acts against the workers. Relentless management is not ready for any compromise and even insisted on no production loss or cut. An orchestrated bomb blast in the factory during the strikes leads to a lockout.

Table 3 Seemabaddha Summary

Central Theme	Incident	Manifest Content	Depiction
Performance of managers	Export order defect promotion Concerns for Manager Conspiracy idea generation	Process/Product Failure Personal Growth Concern Of Managers Self Interest of manager	Managerial Opportunism
Influence of Management on IR	Sales Manager and Personnel Manager Planning Far a lockout Conspiracy execution by workers Bomb blast in factory	Role of Personnel Manager in IR Management induced worker unrest Lock out	Management manipulation of labour unions

The portrayal of IR in this movie has been quite unique and the behind the clandestine role of management in manipulation of trade unions.

Behind these incidents is a clause in the sale agreement with the client. In special circumstances, like natural calamity or lockout, the agreement cannot be executed. The sales manager connived with the managing director and personnel manager of the organization to plan and execute a fake strike and lock-out to save the organization. Eventually the sales manager gets promoted as director and is depicted to be showered with exuberant compliments. But, his family, portrayed as human conscience, seems unimpressed. A summary of the incidents and manifest content is given in Table 3. The portrayal of IR in this movie has been quite unique and the behind the clandestine role of management in manipulation of trade unions is highlighted. In addition, the managerial opportunism and its consequences to labor class are also depicted in the movie.

The third movie, *Silkwood* depicts how the safety issues and working prac-

tices drag a normal woman into trade union activism. The factory worked with radioactive plutonium with insufficient showers for workers and just a veterinary doctor for dealing with health issues. The movie doesn't have much of the union activism shown, but the transformation of *Silkwood* from a fun loving young lady to a prolific activist was remarkable. As a person not aware of trade unions, *Silkwood* was very much hesitant and shy to open-up. The federation leaders extended full support and guidance to her. This confidence makes her risk the job and collects evidence, in course of which she gets poisoned with plutonium. The first union meeting in the company had a serious note with the federation leaders along with *Silkwood* trying to educate the workers of radiation effects on cancer. The initially hesitant workers started opening up slowly with many questions being asked. The talks between union and management, even though short in duration showed a clear stand-off and the hard line view taken by the union. A summary of the incidents and manifest content is shown in Table 4. The core depiction of industrial relations in the movie is about the federation support and its impact on strengthening worker collectives and also about the

Table 4 Silkwood Summary

Central Theme	Incident	Manifest Content	Depiction
Union Activities	Trade Union Meeting in the Company	Trade unions and occupational awareness	Emergence of trade union activism as a consequence of work condition
Collective Bargaining	Union- Management meet	Leadership in Worker collectives	Federation support for worker collectives
Trade Union Federation	Workers meeting the Federation	Federation view on occupational health hazard	

transformation of reluctant workers into activism as a consequence of work conditions and health hazard.

The core depiction of industrial relations in the movie is about the federation support and its impact on strengthening worker collectives.

In the movie *Aghaat*, an existing union concerned with the threat to worker unity is shown in a tussle with the new union. A worker met with an accident leading to partial paralysis. The compensation and relief for this worker becomes a matter of competition and conflict between these unions. The official union tried all tricks to stop the new union from becoming popular. New union had a clandestine support of management, who had other ulterior motives.

The philosophical talk shown in the movie gives an idea about the ideological position of trade unions on worker conflict. A worksite accident in the plant brings in competitive politics among unions. Management, through their officer, takes good care of the worker. But, when it came to the compensation for the victim, both unions rolled out claims. New union utilized this as an opportunity to win the hearts. Further, the case of a worker misbehavior that was ignored by the existing union gives more opportunity for the new union. The ideological perspectives, depicted through the public speeches and internal discussions, of both unions laid bare the differences between social democratic consciousness and

trade union consciousness. Movie also portrays the dilemma faced by official union in stopping the spread of militant unionism. The meeting of the new union, explaining the need of violence and militant practices in activism, is academically thoughtful.

Movie also portrays the dilemma faced by official union in stopping the spread of militant unionism.

The management holds internal talks with personnel manager and makes their intentions well evident. To put pressure on the official union, the management also issued a de-recognition threat. The collective bargaining depicted in the movie has two contrasting methods, an assertive positioning and also a threatening posturing. The management is also portrayed to have been silencing the junior officer who is sympathetic towards unions. Undoubtedly, this movie has made sincere efforts to show all the possible situations that can arise in an industrial environment. A summary of the incidents, manifest content and depiction is given in Table 5. The position of the management towards various stakeholders including officers, conflicting and the diverging views among unions on ethics, negotiation and ideological position are the key takeaways from this movie.

The movie, *Bread and Roses* portray the struggle of a union organizer and a group of janitors demanding improved pay and healthcare facilities. The organizer makes adventurous trespassing into the workplace to meet the janitors and later

Table 5 Aghaat Summary

Central Theme	Incident	Manifest Content	Depiction
Management and Trade union interface	Management Trying to get govt support	Govt position on strike and demands	Management position various stakeholders
	Management position towards rival unions	using union to manage worker	Assertion and threats in negotiation
	Management threatening unions with refusal to re-recognition talk	using union to manage workers	
	Personnel officer & union leader in an unofficial talk	Outreach to union leaders	
	putting forward demands to management	Negotiation - demands	
	threatening management by new unrecognised union	Negotiation - threats	
	Manager response to accident at work site	Employer responsibility & work safety	
Internal Dynamics of Trade Unions	Demand for compensation beyond provision	Acident compensation	Ethics in trade union activism
	Worker mis-behaviour & disciplinary action	Trade union ethics	Ideological position of trade unions
	Need for militant unionism	Militant unionism	Conflict views among workers
	Speech on pluralist trade union consciousness	Trade union consciousness	
	Fighting in union meeting	Rival groups in union meeting	
	Protest in union meeting	Rebel voices in unions	
	Membership collaction & clash between union	Rivalary between unions	
	Depleting worker unity & internal conflict		

followed up by home visit to sensitize about the pathetic work condition of janitors. One of the janitors invites the organizer to a private meeting with other janitors. This meeting happens in the context of an old lady being laid off from services. The contractor used excuses like late coming to get rid of the old women from workforce, perceived to be less productive.

As a common practice, the lunch hours used to be cut down by the contractor to extract more work. But, edu-

cated by the organizer, the janitors refused to cut short the lunch hours and gave a copy of the law entitling the same. Further, the janitors attended the union meeting along with janitors from other firms. Under the leadership of union organizers and with the help of volunteers from outside, janitors make attempts to highlight the issue with the principal employer. Janitors even managed to gate crash into shareholder meet and show a demo to play up the plights. Elated with the confidence they acquired from all the meet-

ings and protest, janitors agreed to be part of a massive strike being organized by the union. Strike saw hundreds marching across the street and forcing themselves into the workplace. The police detained all the protesters, but the pressure on the contractors and employers increased owing to work disruption. Finally, they agreed to increase the pay and re-instate all the workers fired for trade union involvement.

JJ was widely appreciated and studied for the innovative structure of campaign that they used. A bottom-up model was followed, in which the workers were

organized based on geographical area rather than workplace. This helped the organizers to collectivize the unnoticed and otherwise aloof workers and thus increase the membership. The movie also depicts the unique context of contract labor. Finally the protest in the shareholder meet was subtle but strong and unique method of protest. The incidents, the corresponding manifest content and the depiction is summarized in Table 6.

The movie also depicts the unique context of contract labor.

Table 6 Bread and Roses Summary

Central Theme	Incident	Manifest Content	Depiction
Employer and contract labour interface	Contractor influencing labourers Trade union and principal employer Employee getting fired and laborers collectivising	counter collectivisation efforts Negotiation with principal employer Critical incidents	Contract labour and their masters
Collectivisation	Awareness and education of contract labourers First attempt to organize First meeting of workers Leader trying to sensitize	Education of members Home visit and connect with contract labour union meeting Geography based trade union activism	Bottom-up model of collectivization
Protest	Worker protest and get detained Union demonstration in shareholder meet	Strike and detention Putting pressure on share holders	Unique ways of protest

The movie, *Made in Dagenham*, shows a good interplay between all actors like workers, union leaders, company management and the government. The senior convener of the union supports the management and tries to manipulate the strike in the support of latter. But, the junior convener is a worker friendly person and stands by the workers. A ma-

nipulative senior convener is superseded by the courage and determination of the lady worker representative. In a determined effort, the two week time given to management by the convener was cut down to 24 hours by the lady representative. She assertively argued citing the inaction of management towards all the past complaints of similar nature. On re-

ceiving the strongly worded memo, lady representative and other women workers took a much stronger stand against the wishes of senior convener. Further, the workers decided not to compromise and started the indefinite strike. Also depicted is an inexperienced worker representative travelling to other locations and even to the federation meetings to mobilize women workers for equal pay demand.

The strike by women starts as a less serious affair for most, but a determined worker representative leads the way. Representative and other women faced numerous hardships and surprising situations. Eventually the production of cars stops owing to shortage of seat cover, earlier produced by the striking women. An angry management threatens the government to move the factories to overseas locations. The initially reluctant government shows great interest in the issue after the threat.

Strikers from poor background were shown as timid and cautious in front of the government. The determined representative asks for immediate relief as a pre-condition to stop the strike and a promise to enact a law making equal pay for women as a labor right. Government finally gives in and announces an entitlement of increased pay for women and a time bound proposal to consider other concerns. Movie has done justice to the real incident as well as the Equal Pay Act of 1970 and has depicted the interests of employer, concerns of government in a detailed manner. In addition, the depiction of worker perseverance and

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assertiveness even at the face of an unfavorable federation is quite unique. Another integrating depiction is the negative role a federation can play in such scenarios. The details are summarized in Table 7.

Conclusion

As mentioned in the methodology section, the findings of this paper are descriptive in nature with little explanatory details. Such a method was adopted since the objective of this study is to understand the diverse depiction of IR in movies that can influence the non-actors and at the same time present the findings of each movie in such a manner that it can be used for the purpose of learning and teaching IR. It can be observed that each actor of IR has been depicted in several ways. Management can be seen conspiring with and against trade unions. Similarly, federation is depicted as a body inclined to trade unions as well as to the management. The scenarios where multiple trade unions with conflicting ideology creating confusion among workers and unique ways of collectivization are difficult to be written, but were depicted effortlessly.

As reiterated previously, generalization is not attempted in this paper and the diverse depiction is presented as such.

Table 7 Made in Dagenham Summary

Central Theme	Incident	Manifest Content	Depiction
Government Role in IR	Talks between govt, employer and employere Talks between employer & govt An internal discussion of the govt Talks between govt and Secretary of state	Tripartite negotiation Profitability of employer Economics loss due to strike Economics and ethics in IR	The interest of employer in IR Economic concerns of the govt.
Trade union and Federation interface	Talks between employee, management & federation repretatives Union representative speech in federation conference for equal pay Union meeting & decision for strike against wishes of federation	Negotiation with employer Gathering outside federation Fedearation representatives against strike	Worker interest and unfavourable response by federation
Strike	Strike begins by women workers in plant Strike by women leads to part shortage & plant closure Strike by women workers outside plant	Begenning of strike Strike and plant closure Strike affects employer reputation	Perseverance of workers and gradual impact of strike

Nevertheless, a few commonalities can be observed in the general undertone of IR depiction. Firstly, it is depicted that several internal factors guide the formation, growth and conduct of trade unions. Further, the role of women in trade unions as a struggle for acceptance with much initial internal resistance is also common. In addition, internal management of trade unions and the subtlety involved in it is seen to be expressed better in movies, than a written story

However detailed and unique this exploratory study is, it still has a few limitations. Firstly, the movies selected for the study, even though sufficient in number, are not comparable temporally.

Movies are spread across decades and the socio-political context has changed severely across these decades. In addition, there is not enough representation of all regions. A few more movies from Europe and Asian countries other than India would have provided a wider scope of IR scenarios. Finally, the methodology used is not so prominent in the study of IR and sociology, which is more focused on the latent meaning and discourse.

In spite of these limitations, this exploratory study makes several significant contributions. The use of visual data to represent social scientific knowledge is demanding and uncommon (Pauwels,

2010) and this exploratory study opens a new page in this direction. Firstly, the dearth of movie based studies on IR is acute and this study provides a glimpse of the hidden potential in this area. Secondly, the study makes significant contribution due to the sheer diversity and heterogeneity of the movies selected, due to which, this study caters to the larger international audience. Finally, the study attempts to integrate movies and research in industrial relations and thus makes a novel contribution towards advancement of our knowledge.

Implications & Future Directions

A major criticism that may arise in such studies is that movies can create sociological distortions and using it for educational purpose can create booby traps as well (Demerath, 1981). In addition to the distortions of reality, inaccuracies in the depiction may create hurdles in learning the specific content through the movies. In such scenarios, scholars need to constantly compare the depiction and the previous understanding to stimulate a critical discussion on the deviance (Leblanc, 1997). Such comparisons can give better understanding of the context that might have prompted such a deviation and also can be used as an ideal tool for teaching the content of the movie. Study of sociology using visual data is no

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more exotic or an alternative, rather it is an approach to conceptualize and communicate the reality (Pauwels, 2010).

Apart from the content, in sociology and industrial relations pedagogy, the methodology of analysis also matters. Movies or feature films are an appropriate tool in teaching several aspects of the methodology of analysis (Leblanc, 1997). Movie based teaching can help in imbibing several skills that need experience and are intensive. Observation skills and interpretation skills are very intensive and require similar experience or field setting (Leblanc, 1997). A movie provides a common experience for all students of a class and thus helps the facilitator to communicate the observations and compare the interpretations, which in any other mode of teaching is an extremely difficult task.

Beyond content and methodology, the exposure that a movie with historical roots and depictive excellence can provide is unmatched. The current methods used for giving experience to students of IR are role plays. This method do have several advantages, but also have inherent limitations as these tools are largely dependent on the creativity and past experience of the participating students. Mostly, IR as a subject is introduced to the students who have very less or negligible experience in real time IR scenarios. In such scenarios role plays tend to become an emotion less narration of the incident and movies can bridge this initial exposure gap.

This study is a new beginning and has much to traverse with respect to IR and

movies. There are three prominent directions for future studies. Firstly, movies can be studied based on the temporal dimension within a restricted cultural boundary to understand the perception towards IR along with the changes in society. Secondly, movies can be studied based on the latent content and interpretations can be made on the relative status of issues and concerns across various societies. Finally, the level of awareness about such movies and its impact on the members of trade unions needs to be ascertained to understand the utility of IR movies in educating the future generations of workers and leaders.

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