

CHAPTER - IV

**TRADE UNION
ACTIVITIES
IN VTPS**

TRADE UNION ACTIVITIES IN VTPS

4.1 INFORMATION OF TRADE UNIONS IN VTPS

Vijayawada Thermal Power Station has three recognised trade unions namely. They are

1. Andhra Pradesh Electricity Employees Union (APEEU)
2. Telugu Nadu Vidyut Karmik Sangam (TNVKS)
3. Andhra Pradesh State Electricity Board Employees Union (APSEBEU)

1. ANDHRA PRADESH ELECTRICITY EMPLOYEES UNION (APEEU):

APEEU is the major union of workers in VTPS with register number 1104. About 53.95 per cent of working force have got membership in this union. This union is affiliated to the 'All India Federation of Electricity Employees Union' which was established in 1950. This All India Federation of Electricity Employees Union is in no way connected with any political party. Thus it is an independent union having no political affiliation. The APEEU which was established in 1956, started its regional unit in VTPS in 1977. The Andhra Pradesh wing (APEEU) of "All India Federation of Electricity Employees Union" has been divided into 35 regional units to look after the problems of member

workers in the particular region. The APEEU has a central organising committee of 35 members. Each regional unit has a working President and a Secretary. The VTPS regional unit of APEEU is working President is Sri. P.SATYA RAJU and Secretary Sri B.V.PURNAIAH.

The APEEU was established with the main objectives of safeguarding the interests of member workers and to cultivate proper discipline among the workers who are members of the Union. The VTPS regional unit of APEEU has a membership of 526. It is the main union of permanent workers in VTPS. The subscription collected from member workers by the union is Rs.5/- per month.

2. TELUGU NADU VIDYUT KARMIK SANGAM (TNVKS):

After the dramatic and sensational entrance of the Telugu Desam, a regional political party in to the Indian political scene started by the famous cine artist Sri. N.T.RAMA RAO, the trade union wing of his party Telugu Nadu Trade Union Council (TNTUC) was established in 1983. The TNVKS was started in 1984 in VTPS affiliated to TNTUC. The TNVKS is registered under the Factories Act, 1948 with the register number B 1245.

The TNVKS which was affiliated to TNTUC, a trade union wing of Telugu Desam regional political party in Andhra Pradesh has been divided into three regions namely Andhra, Rayalaseema and Telangana and again these three regions were sub-divided into seven zones to look after the problems of the workers. The TNVKS has a central organising committee of 24 members. Each regional unit has a regional President, working President, two Vice-Presidents, one Secretary and a Treasurer. The VTPS branch of TNVKS was recognised in the year 1986 by the management. The VTPS wing of TNVKS has an eight member organising committee headed by the Organising Secretary Sri P. BHASKARA RAO, Foreman, Grade-I in VTPS. The TNVKS was established with the main objective of looking after the welfare of the employees. It has a membership of 304. It is the second recognised trade union in the organisation. The subscription collected from member workers by the union is Rs.2/- per month.

This TNVKS also has been actively participating in all the major agitations of the workers regarding their demands that is revision of pay scales, improving the working conditions, earned leave issue etc. The TNVKS has taken the assistance of their central

organisation TNTUC, the trade union wing of the Telugu Desam political party in solving various problems of the working class. Apart from the above, this union has also taken the help of outside leaders who are experts in dealing with the problems of workers.

3. ANDHRA PRADESH STATE ELECTRICITY BOARD EMPLOYEES UNION: (APSEBEU)

The APSEBEU was started in 1977 in VTPS. It was affiliated to Indian National Trade Union Congress. The INTUC was established in 1920. It is the trade union wing of Indian National Congress Party. The APSEBEU is registered under the Factories Act, 1948 with the register number 327. The APSEBEU has been divided into 18 regional units and again these 18 regional units were sub-divided into 22 zones to safeguard the interests of all member workers which was spread through out the state. The APSEBEU has a central organising committee of 22 members. Each regional unit has one Organising Secretary, President and other office bearers.

Even though the VTPS unit of APSEBEU was started in 1977, this wing got recognition very recently i.e. in the year 1994. The main reason for this is the

fact that APSEBEU has a very low membership from its inception in the VTPS factory. The VTPS regional unit of APSEBEU has a four member organising committee headed by President Sri R.Ramachandra Rao, Secretary Sri N.David. The APSEBEU was established with the main objective of solving the problems of workmen with the help of negotiations with the management. The VTPS wing of APSEBEU has a membership of 145. It is the third recognised union in the organisation. The subscription collected from each member worker by the union is Rs.2/- per month.

The APSEBEU has been actively conducting various agitations of the workers regarding their demands. This union has taken the help of their central affiliated organisation INTUC in solving the various problems of the workers. The APSEBEU has also taken the help of outsiders who are experts in dealing with the problems of workers.

Conclusion:

Trade unions of VTPS are playing a crucial role in achieving the demands of the workers. They are more cautious about the rights, privileges, amenities and working conditions of the workers. They never hesitated

to fight with the management in achieving the reasonable demands of the workers. These trade unions are always fought to improve the socio-economic conditions of the workers in VTPS. The three recognised trade unions of VTPS have conducted negotiations and agitations when necessary for improving the socio-economic status by achieving the various demands like timely revision of pay scales, removal of pay anomalies, creation of housing, transport, medical, educational, and recreational facilities and improving the working conditions of the workers.

The management of VTPS also has a positive attitude towards the reasonable demands of the workers. So there is an atmosphere of cordial relations between the workers and the management which has resulted in the achievement of several productivity awards during the past 12 years. This type of cordial relations has also made it possible for the company to achieve the world record in production during the year 1982-83. Since 1983, the VTPS has been getting productivity awards continuously till now mainly due to the good relations between the management and labour force for the last several years. The unions at VTPS have also been playing important role in maintaining good industrial relations thereby fulfilling the reasonable demands of the workers.

TABLE No:4.1

INFORMATION ABOUT THREE RECOGNISED TRADE UNIONS IN VTPS

DESCRIPTION	NAME OF THE UNION		
	APEEU	TNVKS	APSEBU
1. Register number of the union	1104	B 1245	327
2. Affiliated Central Organisation	All India Federation of Electricity Employees Union.	Telugu Nadu Trade Union Council	Indian National Trade Union Congress
3. Year the Central Organisation was established	1950	1983	1920
4. Union Established in VTPS	1977	1984	1977
5. Year in which it got recognition	1977	1986	1994
6. Objectives	To safeguard the interests of workers To cultivate proper discipline among workers, with the help of worker education programmes.	To see the welfare of the employees.	To solve the problems of workers.
7. Membership	526	304	145
8. Subscription	Rs.5/- P.M.	Rs.2/-P.M.	Rs.2/-P.M.
9. Union Sub-Divided into	35 regions	3 regions & 7 zones	18 Regional Units 22 zones

TABLE No:4.2

OBJECTIVES OF RECOGNISED TRADE UNIONS IN VTPS

APREU	T N V K S	APSEBEU
<p>1. To safeguard the interests of workers</p> <ul style="list-style-type: none"> --Timely revision of pay scales --Housing facilities --Transport facilities --Medical facilities --Regularisation of the contract labour services --Recreational facilities --Improving the working conditions by providing safety equipment, rest rooms, dining halls, creches, washing facilities, toilets separately for men and women etc. 	<p>* To work for the welfare of the employees</p> <p>Welfare in the sense-providing</p> <ul style="list-style-type: none"> Housing facilities -- Transport facilities -- Medical facilities -- Recreational facilities -- Educational programmes -- Improving the working conditions providing dining halls drinking water, rest rooms, washing and cleaning facilities separately for men and women workers, toilets, creches and safety equipment and install pollution control equipment. --Timely revision of pay scales -- Removal of pay anomalies -- Earned leave issue. -- Training facilities for workers 	<p>* To solve the problems of workers regarding working conditions, welfare facilities etc.</p> <ul style="list-style-type: none"> -- Improving conditions by providing drinking water, dining halls, rest rooms washing, toilets, creches and safety equipment and erection of pollution control equipment. -- Providing housing facilities -- Medical facilities -- Educational programmes -- Training facilities -- Recreational facilities and -- Transport facilities to all grades of workers.
<p>2. To cultivate proper discipline among workers by organising worker education programmes.</p>		

Table No: 4.3

RECOGNISED TRADE UNIONS-ESTABLISHED YEAR AND
PARTICULARS OF MEMBERSHIP

NAME OF THE UNION	ESTABLISHED YEAR	MEMBERSHIP	PERCENTAGE OF MEMBERSHIP
1.Andhra Pradesh Electricity Employees Union	1977	526	53.95
2.Telugu Nadu Vidyut Karmik Sangham	1984	304	31.18
3.Andhra Pradesh State Electricity Board Employees Union	1977	145	14.87

Table: 4.3 shows the particulars of the three recognised trade unions, their established years in VTPS, membership and percentage of membership of workers. The first and major recognised trade union is Andhra Pradesh Electricity Employees Union. It was affiliated to the All India Federation of Electricity Employees Union and was established in Vijayawada Thermal Power Station in 1977. The VTPS regional unit of APFEU has a membership of 526. About 53.95 per cent of work force have got membership in this union.

The second recognised trade union Telugu Nadu Vidyut Karmik Sangam is affiliated to Telugu Nadu Trade Union Council, a trade union wing of Telugu Desam regional political party in Andhra Pradesh. It was established in VTPS in 1984. The VTPS wing of TNVKS has a membership of 304. About 31.18 per cent of workers have got membership in this union.

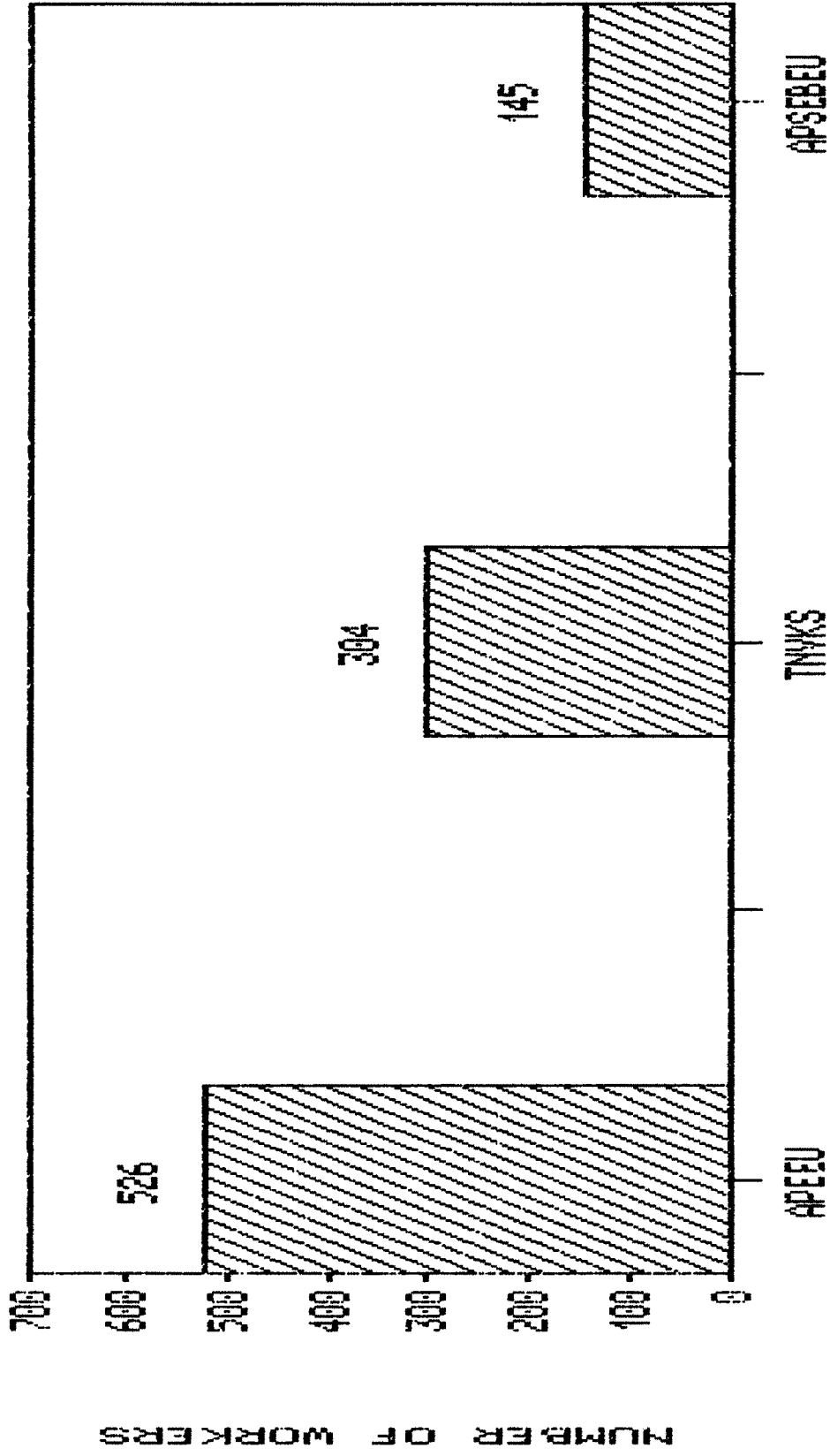
The third recognised trade union Andhra Pradesh State Electricity Board Employees Union is affiliated to Indian National Trade Union Congress. It is the trade union wing of Congress (I) party and was

established in 1977 in the VTPS. The VTPS wing of APSEBEU has a membership of 145. About 14.87 per cent of work force have got membership in this union.

The membership figures of the three recognised trade unions viz., APEEU, TNVKS, APSEBEU are also shown in graph No: 4.1.

Graph No. 4.1

GRAPHICAL REPRESENTATION OF
UNIONWISE MEMBERSHIP IN 1995



UNION NAME

Table No: 4.4

PARTICULARS OF WORKERS UNIONWISE AND THEIR TOTAL NUMBER

YEAR	NAME OF THE UNION			TOTAL NUMBER OF WORKERS
	APFEU	TNVKS	APSEBEU	
1977	169	--	6	175
1980	762	--	12	774
1983	794	--	18	812
1986	624	226	14	864
1989	561	258	92	911
1992	542	262	135	939
1995	526	304	145	975

Table 4.4 gives a clear picture of the unionwise and total number of workers working in VTPS from 1977 to 1995. In 1977, the only recognised union APEEU had 169 members, whereas the unrecognised union at that time APSEBEU had only 6 members and the total came to 175. In 1986, the second union TNVKS got recognition and got a very good membership of 226. At that time the APEEU figure decreased tremendously to 624 and the APSEBEU figure slightly decreased to 14. In 1995, the APEEU membership further declined to 526 and the TNVKS membership increased to 304. The APSEBEU got recognition in 1994 and membership increased from 14 in 1986 to 145 in 1995. During this period of eighteen years, the total number of workers force increased from 175 in 1977 to 864 in 1986 and to 975 in 1995.

The increasing trend of total number of workers is also presented in a graphical way in No:4.2.

GRAPH No: 4.2

TOTAL NUMBER OF WORKERS - 1977 TO 1995

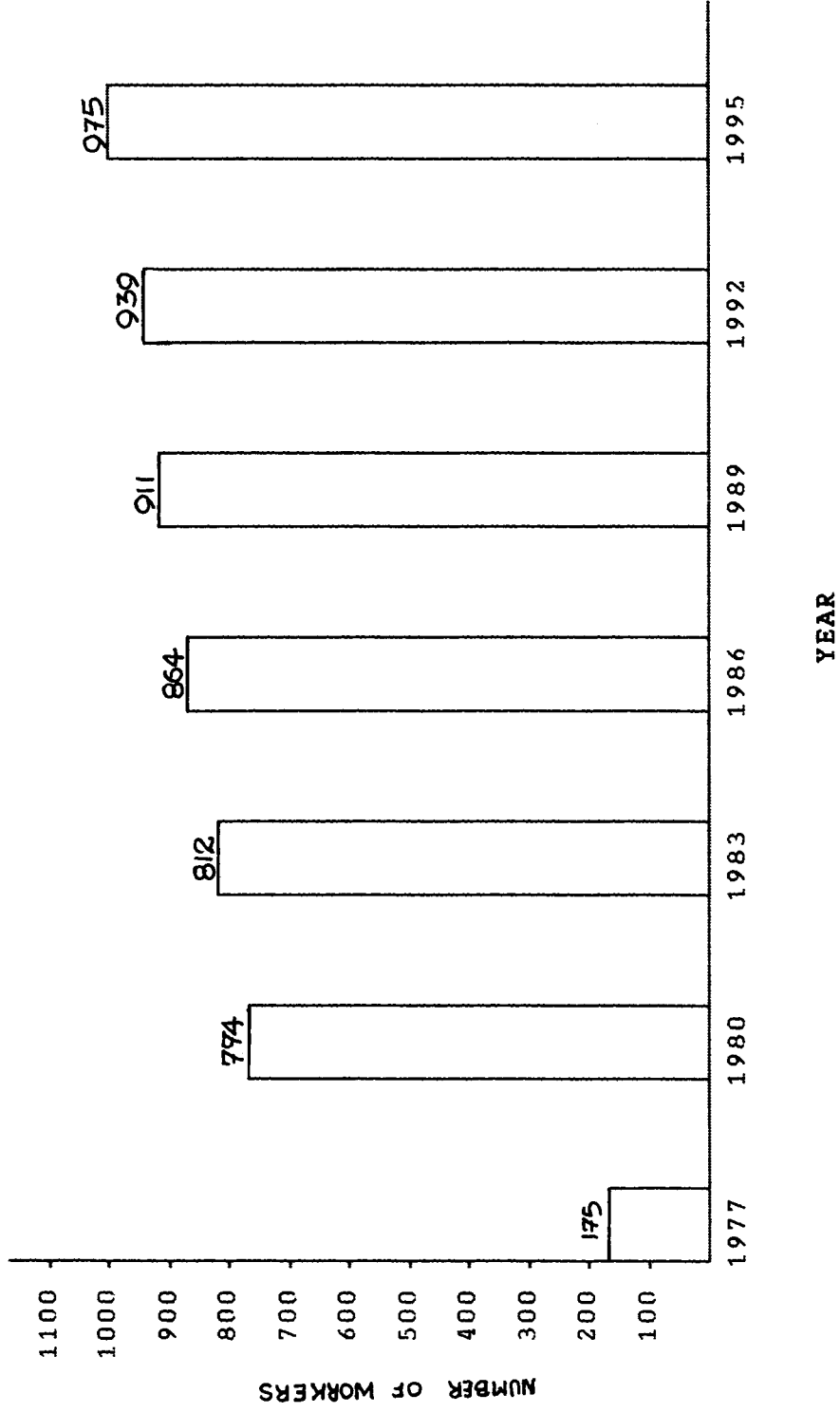


Table No: 4.5

CADREWISE MEMBERSHIP OF EACH UNION IN 1995

WORKERS CADRE	NAME OF THE UNION			TOTAL
	APFEU	TNVKS	APSEBEU	
1. Clerical	144	56	38	238
2. Foremen	84	46	35	165
3. Workers	206	224	67	497
4. Security	49	20	6	75
TOTAL:	526	304	145	975

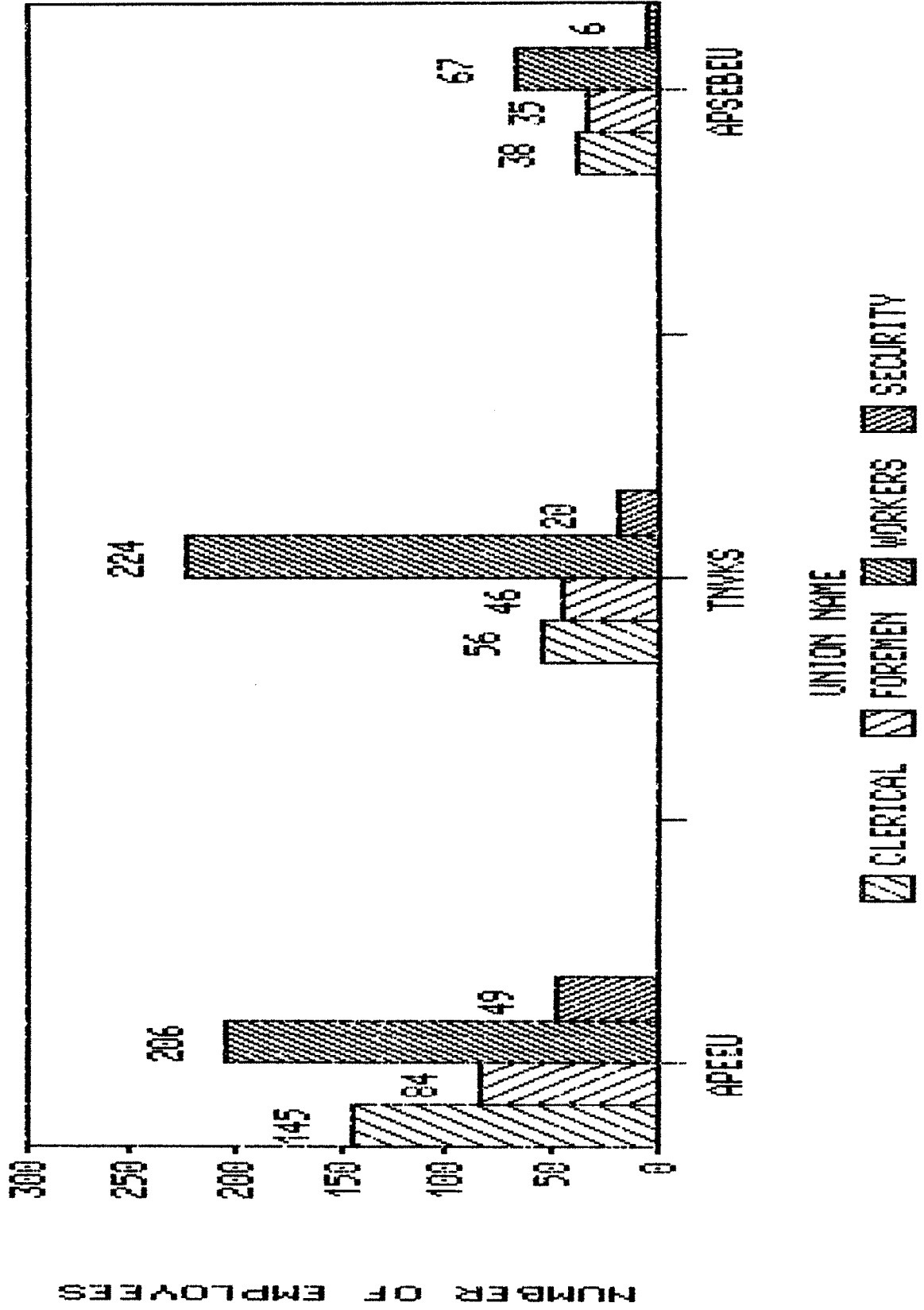
Table 4.5 shows the unionwise as well as cadrewise particulars of total number of workers in the organisation. In VTPS, the workers are divided into four cadres viz., clerical, foremen, workmen, and security employees and the three recognised trade unions of VTPS, APEEU, TNVKS and APSEBEU have all the four cadres of employees as their members. In the clerical cadre out of 238, the APEEU has 144 members, TNVKS 56 members and APSEBEU 38 members. In foremen cadre out of 165, the APEEU has the membership of 84, TNVKS 46 and APSEBEU 35. In workers cadre out of 497, the APEEU has a membership of 206, TNVKS 224 and APSEBEU 67 only. In security employees cadre out of 75, the APEEU has a membership of 49, TNVKS 20 and APSEBEU 6 only. Thus the total membership figure of APEEU 526 comprises 144 clerical, 84 foremen, 206 workers and 49 security cadre employees. The total membership of TNVKS 304 comprises 56 clerical, 46 foremen, 224 workers and 20 security cadre employees. In the case of APSEBEU the total membership of 145 comprises 38 clerical, 35 foremen, 67 workers and 6 security cadre employees.

The entire data in Table No. 4.5 is also shown in a graphical way. The graphs 4.3 and 4.4 show

the information of cadrewise total number of employees in the organisation and cadrewise division of each union and their total membership. The graph 4.3 shows that out of the total of 975 number of workers, clerical cadre are 238, foremen cadre 165, workers cadre 497 and security employees cadre 75. The graph 4.4 shows the clear difference of each cadre member workers in the three recognised unions viz., APEEU, TNVKS and APSEBEU. The histogram which has thin right to left straps shows thick clerical cadre member workers in each union. The second histogram which has thin left to right straps shows the foremen cadre member workers in each union. The third histogram which has thick right to left straps shows the workers cadre in each union. The last thick left to right straps histogram shows the security cadre of employees in each union.

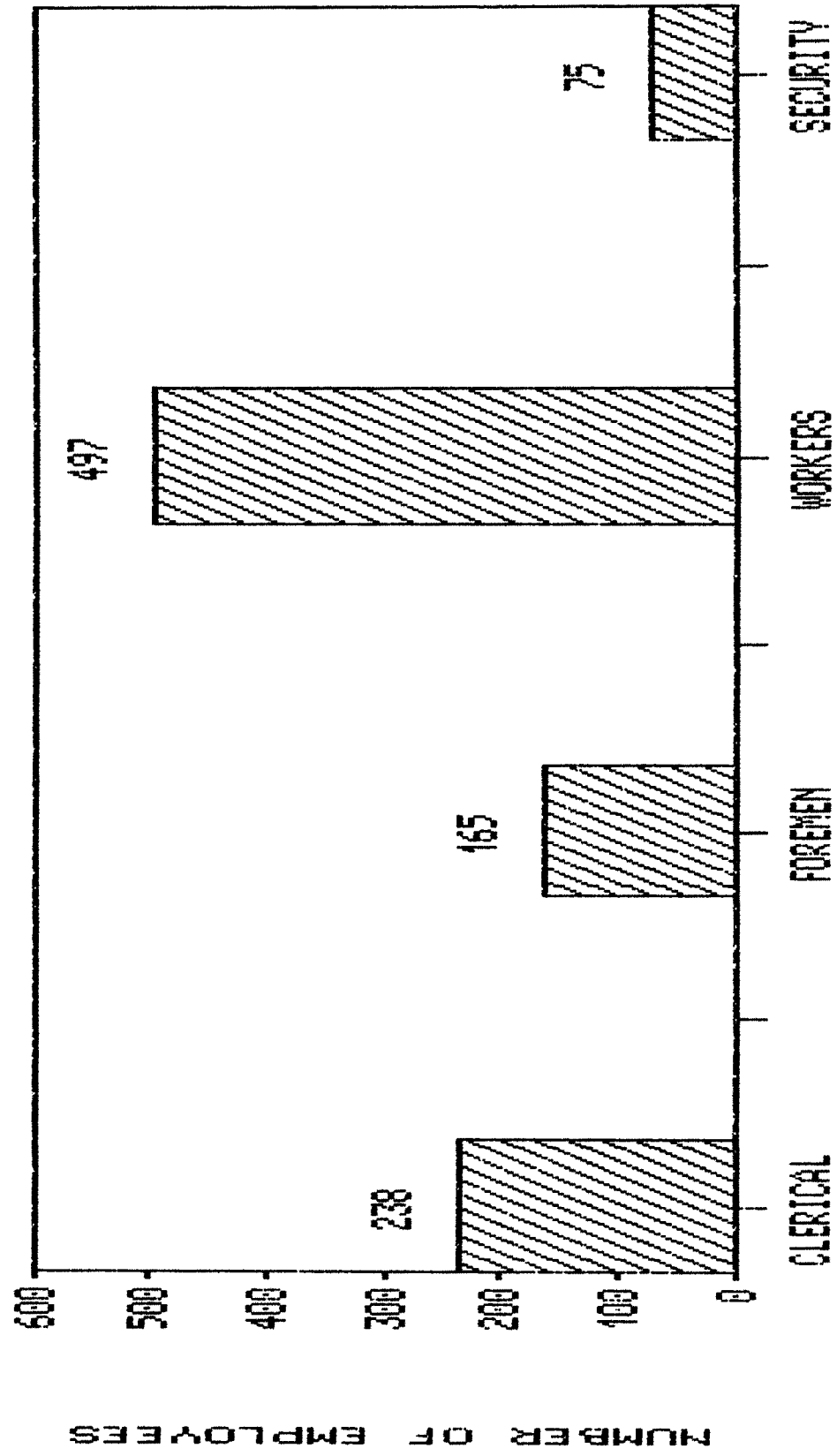
Graph No. 4.4

CHADRENISE MEMBERSHIP IN EACH UNION



Graph No. 4.3

CADREWISE GRAPHICAL
REPRESENTATION OF TOTAL EMPLOYEES



CADRE NAME

4.2 ACTIVITIES OF TRADE UNIONS IN VTPS

Table No: 4.6

STRIKES CALLED BY APEEU

STRIKE CONDUCTED YEAR	NUMBER OF MEMBER WORKERS	MEMBERS PARTICIPATED IN STRIKE	% PARTICIPATED TO ITS TOTAL WORKERS IN STRIKE
1978	375	375	100%
1981	762	762	100%
1986	624	624	100%
* 1992	542	---	---
* 1993	535	---	---
1994	526	526	100%

* Charter of demands submitted and achieved through negotiations.

Table 4.6 shows the years in which strikes were called charter of demands submitted by APEEU and their member participation in the strikes and the percentage. Up to 1994 the APEEU conducted strikes four times. In these four strikes, all the member workers participated. For example, the strength of the union was 375 members in 1978, 762 in 1981, 624 in 1986, and 526 in 1994 and every time they participated totally in the strikes organised by their union and successfully achieved their demands. One peculiar thing observed in this organisation is that all the workers are members of one of the trade unions and they don't hesitate to solve their problems by resorting to strike, as a final weapon in the hands of worker community. During the years 1992 and 1993, this union submitted its charter of demands and achieved them through negotiations without resorting to strike.

Table No: 4.7

1978 STRIKE DEMAND PARTICULARS OF APEEU

DEMANDS	DESCRIPTION OF DEMAND	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Revision of Pay scales	APEEU demanded the revision of pay scale upto 560-20-620-25-920-30-1010.	380-20-540-25-760-30-920	Management accepted to revise the pay scale to 560-20-620-25-920-30-1010
2. Transport Subsidy	claiming Rs.50/- P.M.	Rs. 20/- P.M.	Rs.40/- P.M. sanctioned
3. Promotions	On seniority basis	Filling up of posts with out side experts	Not sanctioned
4. Housing Facilities	Company should provide housing facility	No Housing Facilities	Sanctioned up to foreman cadre.

Table 4.7 shows the strike demand particulars of APEEU conducted in the year 1978. In 1978, there was an indefinite hunger strike organised by the APEEU with the demands of revision of pay scales upto 560-20-620-25-920-30-1010, transport subsidy claiming RS.50/-p.m., promotions on seniority basis and housing facilities to all grades of employees. Until that time, company has not provided any housing facilities, they only paid house rent allowance to workers. The position before strike was that the workers got Rs.20/- per month as transport subsidy, and the company used to fill up the posts with outside technical experts. The management of VTPS sanctioned revision of pay scales demanded by APEEU, it gave Rs.40/- per month as transport subsidy and also provided housing facilities upto foreman cadre. With regard to the demand for promotions on seniority basis, the management has not accepted it, because the top and middle level positions strictly needed higher technical expertise.

Table No: 4.8

1981 STRIKE DEMAND PARTICULARS OF APEEU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Revision of Pay scales	APEEU demanded to revise the pay scale up to 680-20-820-25-990-30-1120.	The existing pay scale was 560-20-620-25-920-30-1010.	This demand was not sanctioned by the management of VTPS.
2. Regularisation of the services of contract labour	Approximately 315 members worked as contract labour.	40% employees in the total number were contract labour.	Services of all the contract labour were regularised.

Table 4.8 shows the strike demand particulars of the major union APEEU in the year 1981. In this year, the APEEU conducted a strike with two demands only. One is revision of pay scales upto 680-20-820-25-990-30-1120 and the other is regularisation of the services of 315 contract labour. The management has not accepted to revise the pay scales but agreed to regularise the services of 315 contract labour.

Table No: 4.9

1986 STRIKE DEMAND PARTICULARS OF APEEU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
<p>1. Revision of Pay scales</p>	<p>The trade unions of VTPS have demanded to revise the pay scale up to 940-20-1160-25-1550.</p>	<p>The existing pay scale was 560-20-620-25-920-30-1010.</p>	<p>This demand was sanctioned upto 820-20-1000-25-1350 only. This was not up to the expectations of the unions.</p>
<p>2. Improvement of working conditions: a) Provision of safety equipment b) Creches c) Dining halls d) Rest Rooms e) Increase the number of toilets and washing facilities etc.</p>	<p>In 1986, the total number of workers crossed the 850 marks. The company has already provided all the facilities mentioned in the charter of demands but that was not sufficient to all the workers. That is why the trade unions demanded increase in that number.</p>	<p>The existing facilities were not sufficient to 864 workers.</p>	<p>The management of VTPS arranged sufficient number of safety equipment, creches, dining halls, rest rooms toilets and washing facilities.</p>
<p>3. Housing facilities to workers' category</p>	<p>Company should provide housing facilities to workers.</p>	<p>Company did not provide any houses to workers and was paying house rent allowance only.</p>	<p>The management of VTPS promised to build houses to each and every worker</p>

Table 4.9 shows the strike demand particulars of the APEEU in 1986. This strike was jointly organised by APEEU and TNVKS with the demands of revision of pay scales and improvement of working conditions and housing facilities to workers' category. The existing pay scale was 560-20--620-25-920-30-1010; and the unions asked for improving the working conditions by providing safety equipment like helmets, shoes, welding glasses, gloves and special clothing to protect from the heat conditions, as the existing number of these items was not sufficient to all the workers in the company; where as housing is concerned this facility was not provided to workers' class. Because of the joint efforts of APEEU and TNVKS, the management had to sanction the revision of pay scales up to 820-20-100-25-1350, provide necessary working conditions and take improvement measures; further it also promised to build houses to the workers.

Table No: 4.10

1992 CHARTER OF DEMANDS SUBMITTED BY APEEU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Providing transport Facilities	The worker unions asked to provide transport facilities instead of transport subsidy.	The management gave only transport subsidy of Rs.40/- per month.	The management arranged transport facilities instead of giving subsidy to those having no transportation sources. In case of workers who have their own source, the management continued the transport subsidy.
2. Expanding Medical facilities	The V T P S trade unions demanded for the appointment of specialist surgeons in the dispensaries of factory and at quarters.	The existing medical facilities are not sufficient in the factory as well as in the quarters.	The management of VTPS has appointed specialist doctors in their dispensaries.

Table 4.10 shows the charter of demands submitted by APEEU in 1992 with the demand for providing transport facilities to the workers who do not have their own transportation source. In case of workers who have transport facility, the management continued the subsidy of Rs.40/- per month to that class of workers. Apart from the above, this charter of demands also contains the demand for expanding the medical facilities and appointment of specialist doctors in the company dispensaries. The management accepted both the demands and provided transport facilities to workers and appointed specialist doctors in the company dispensaries. With the help of negotiations, the trade unions of VTPS successfully achieved their just and reasonable demands like getting proper transport facilities and obtaining expanded medical facilities to all the workers.

Table No:4.11

1993 CHARTER OF DEMANDS SUBMITTED BY APEEU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Erection of dust control equipment.	Upto 1993, the company has not installed any pollution control equipment. APEEU asked the management to erect dust control equipment.	The VTPS has not installed any pollution control equipment until 1993.	Pollution control equipment was installed.
2. Provision of recreational facilities.	The recreational facilities were not sufficient to all employees and therefore union demanded for additional recreational facilities.	Only two clubs were providing the recreational facilities to the workers.	The number of clubs was increased and play grounds and indoor games facilities were also provided.
3. Housing facilities for security employees.	The Union demanded for provision of housing facilities to security employees also.	Security people got only house rent allowance.	Housing facilities were also provided to security people by the management.

Table No.4.11 shows the charter of demands submitted by APEEU in 1993 with the demand for the erection of pollution control equipment; increasing of the recreational facilities and providing of housing facilities for security employees. Upto 1993, the VTPS has not installed any pollution control equipment; the existing recreational facilities were not sufficient to all the workers and the security people got only house rent allowance from the management. The management of VTPS accepted these three demands straight away. These reasonable demands were achieved by the major union APEEU of VTPS through negotiations and without resorting to the strike.

Table No: 4.12

1994 STRIKE DEMAND PARTICULARS OF APEEU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Revision of pay scales	The trade unions of VTPS have demanded to revise the pay scale upto 1770-45-2175-55-2945.	The existing position was 820-20-1000-25-1350.	The management of VTPS has accepted to revise the pay scale as demanded by the unions.
2. Regularisation of the services of contract labour.	The trade unions of VTPS have demanded to regularise the services of approximate 2300 contract labour.	Approximate 2300 contract labour were working in VTPS. All these workers were not getting the permanent employee status and benefits.	The management rejected to regularise the services of contract labour but increased their wages.
3. Expanding pollution Control equipment.	Increasing the number of pollution control equipment.	The existing pollution control equipment is not sufficient to control the pollution.	The management has taken measures to install additional pollution control equipment in the factory.

Table 4.12 shows the strike demand particulars of APEEU in 1994. With the demands for revision of pay scales, regularisation of services of the contract labour and expanding the pollution control equipment, the APEEU went on strike. There were about 2300 contract labour working in VTPS. To get the permanent employee status to them and other benefits, trade unions demanded for their service regularisation. The existing pollution control equipment was not sufficient to the factory needs. The management rejected the demand for regularisation of the services of contract labour, but it accepted to increase the wages of contract labour and also agreed to install the extra necessary pollution control equipment in the factory. The management of VTPS has also accepted straight away to revise the pay scale demanded by the trade unions.

ACTIVITIES OF TNVKS AND APSEBEU

Table No: 4.13

STRIKES CALLED BY TNVKS

STRIKES CONDUCTED YEAR	NUMBER OF MEMBER WORKERS	MEMBERS PARTICIPATED IN STRIKE	PERCENTAGE PARTICIPATED TO ITS TOTAL WORKERS IN STRIKE
1 9 8 6	2 2 6	2 2 6	1 0 0 %
1 9 9 4	2 8 9	2 8 9	1 0 0 %

Table No: 4.14

STRIKE CALLED BY APSEBEU

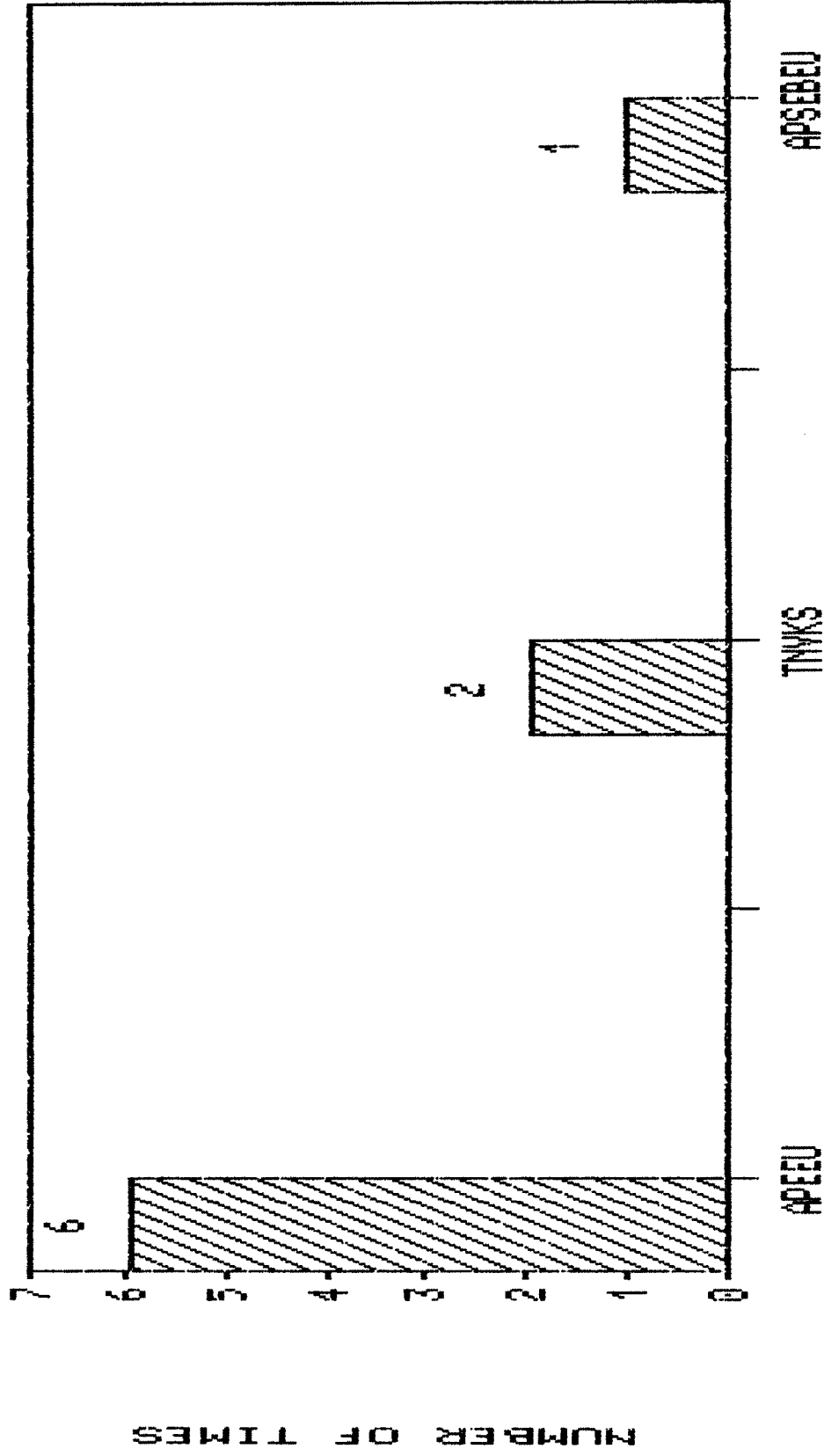
STRIKE CONDUCTED YEAR	NUMBER OF MEMBER WORKERS	MEMBERS PARTICIPATED IN STRIKE	PERCENTAGE PARTICIPATED TO ITS TOTAL WORKERS IN STRIKE
1 9 9 4	1 4 5	1 4 5	1 0 0 %

Table 4.13 and 4.14 shows the strikes organised by TNVKS and APSEBEU and the percentage of the members participated in the strike. The TNVKS got recognition in the year 1986 and went on a strike with other major union APEEU for solving their demands like revision of pay scales, removal of pay anomalies etc. The three recognised trade unions of VTPS jointly conducted a strike in October 1994 in the process of solving their demands. Even though the APSEB Employees Union entered into the factory in 1977, because of low membership, they did not get recognition up to 1993. In 1994, this union got recognition from the management. After that, the APSEBEU jointly participated in a strike with other recognised trade unions.

The number of strikes called by various recognised trade unions is also clearly shown in graph no.4.5.

Graph No. 4.5

NUMBER OF STRIKES
CALLED BY VARIOUS UNIONS



UNION NAME

Table No: 4.15

1986 STRIKE DEMAND PARTICULARS OF TNVKS

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
<p>1. Revision of Pay scales</p> <p>2. Improving the working conditions.</p> <p>a) Provision of safety equipment</p> <p>b) Creches</p> <p>c) Dining halls</p> <p>d) Rest rooms</p> <p>e) Increase the number of toilets and washing facilities etc.</p>	<p>The trade unions of VTPS have demanded to revise the pay scale up to 940-20-1160-25-1550.</p> <p>In 1986, the total number of workers crossed the 850 mark. As the facilities provided were not sufficient to all the workers, the unions demanded for additional facilities.</p>	<p>The existing pay scale was 560-20-620-25-920-30-1010.</p> <p>The existing facilities were not sufficient to 864 workers.</p>	<p>This demand was sanctioned upto 820-20-1000-25-1350 only. This was not upto the expectations of the Unions.</p> <p>The management of VTPS arranged sufficient number of safety equipment like shoes, helmets, glasses, gloves and special clothing to protect from heat conditions, creches, dining-halls, rest rooms and toilets, washing facilities etc.</p>
<p>3. Removal of pay anomalies</p> <p>4. Housing facilities to working category.</p>	<p>Reduce the pay differences between same cadre of employees.</p> <p>Company should provide housing facility to workers category also.</p>	<p>Pay differences were there between the same classes of employees.</p> <p>Company has not provided any built houses to workers but paid only house rent allowance.</p>	<p>Management has taken the measures to reduce the pay anomalies.</p> <p>The management of VTPS promised to construct houses to all workers</p>

Table 4.15 shows the strike demand particulars of the TNVKS in 1986. This strike was jointly conducted by TNVKS and APEEU with the demands of revision of pay scales upto 940-20-116--25-1550 from 560-20-620-25-920-30-1010, improving working conditions, removal of pay anomalies and housing facilities to workers cadre. Because of the joint efforts of the two unions TNVKS and APEEU, the management sanctioned revision of pay scales up to 820-20-1000-25-1350 only, this was not up to the expectations of the unions. Apart from the above the management has taken the measures to reduce the pay anomalies, provided necessary equipment and facilities to improve the working conditions and also promised to construct houses to the workers.

Table No: 4.16

1994 STRIKE DEMAND PARTICULARS OF TNVKS AND APSEBBU

DEMANDS	DESCRIPTION OF DEMANDS	EXISTING POSITION OF DEMANDS	SANCTIONED DEMANDS
1. Revision of pay scales	The trade unions of VTPS have demanded to revise the pay scale up to 1770-45-2175-55-2945.	The existing position was 820-20-1000-25-1350.	The management of VTPS has straight away accepted to revise the pay scales demanded by the trade unions.
2. Regularisation of the services of contract labour.	The trade unions of VTPS has demanded to regularise the services of approximate 2300 contract labour for providing permanent employee benefit and status.	Approximate 2,300 contract labour working in VTPS. All these workers were not given the permanent employee status and benefits.	The management rejected to regularise the services of contract labour but increased their wages.

Table 4.16 shows the 1994 strike demand particulars of TNVKS and APSEBEU. With the demands for revision of pay scales and regularisation of the services of contract labour, the TNVKS and APSEBEU went on a strike. This strike was jointly organised by the three recognised trade unions viz., APEEU, TNVKS and APSEBEU. The existing figure of approximate 2300 contract labour went on a strike for service regularisation in VTPS and to get the permanent employee benefits and status the trade unions demanded for service regularisation of contract labour. The management accepted the demand for the revision of pay scales but rejected the service regularisation of contract labour. The management has increased the wages of contract labour. Because of the joint efforts of all the trade unions, the management accepted the major demands of the workers.

4.3 PROBLEM OF OUTSIDE LEADERSHIP:

1. TRADE UNION LEADERSHIP: NATURE AND KIND

Leadership in general has been defined as "act of leading and one who does this act is known as leader". The concept of leadership contains four ingredients i.e., the leader, the follower, the situation and the task. Trade union leadership is also a process of influencing the activities of an organised group in its efforts towards goal setting and goal achievement. The basic conditions for the existence of leadership are in the context of trade unions, existence of a group, common task or goal oriented activities and differentiation of responsibilities. Trade union is essentially a group, a group of workers and the group is voluntary in nature. The union has a common task of maintaining and improving the conditions of working lives,²³ or achieving social as well as economic equality.²⁴

Trade Union leadership is classified as inside leadership and outside leadership. A definition of

23. Webbs, S.: History of Trade Unionism, Longmans, Green and Company, London, 1950, P.1.

24. Allen, V.L. : Trade Union Leadership, Longmans, Green and Company, London, 1957, P.30.

inside and outside leadership can be had from section 22 of the Trade Union Act, 1926 dealing with proportion of office-bearers to be connected with the industry. The section 22 says, " Not less than one half of the total number of office bearers of every registered trade union shall be persons actually engaged or employed in an industry with which the Trade Union is connected".²⁵ Thus in the eyes of law, the office-bearers of a Trade Union who are actually engaged or employed in an industry with which the union is connected are outsiders. The term 'outsider' includes ex-workers as well as professional trade unionists and also one who is a worker but not in the industry to which the union is connected.

To Myers, outsiders are 'persons who have no background in industry' and they are 'mostly middle class intellectuals with clear-cut political orientation'²⁶ Subramanian defines outsider as 'a person who has not actually worked in any industrial undertaking or in any

25. Government of India: The Indian Trade Union Act, 1926 New Delhi.

26. Myers, C.A: Industrial Relations in India, Asia Publishing House, Bombay, 1970, P.175.

other kind of establishment to which the union relates for a period of not less than 5 years.' ²⁷ David Morse, the then Director General of the ILO considers those leaders as outsiders 'who are not and never have been workers in the economic sector covered by the Trade Union.'²⁸

2. ROLE OF OUTSIDERS IN TRADE UNION MOVEMENT:

The labour movement in India was started by outsiders with philanthropic and political motives. It was launched along with the ongoing freedom movement. Therefore, a clear cut relation between the two movements existed. The credit for starting trade unions goes primarily to the outsiders. In the days of British regime particularly in the second half of the 19th century workers were not allowed to form their associations and the associations formed during this period were treated illegal. Their leaders were prosecuted in the court of law under the common laws. In such a situation, the outsiders particularly those associated with the freedom

27. Subramanian, N: Labour management Relations in India, Asia Publishing House, London, 1971, P.517.

28. I.L.O.(1961):Report of the Director General Labour Relations, Geneva, P.88.

movement took a lead in forming trade unions and raised voice against the inhuman conditions prevailing in the industries. The outsiders launched several battles including some long drawn battles for the improvement of the working and living conditions of industrial workers. They succeeded in pressurising the Government for enacting legislation aiming at improvement in workers' working conditions. In this context, the factory legislations enacted in the 19th century may be cited as examples. The struggle of trade unions for the legal status also continued unabated, and finally resulted in the Indian Trade Union Act, 1926, providing legal status to trade unions along with several legal rights.

In the light of these historical facts, the role of outsiders deserves golden inscriptions in the annals of Indian Trade Union Movement. The then Director General of the ILO, has observed, " The trade union movement of many Asian countries, and some in Latin America and Africa could never have achieved their present status without the assistance of outsiders, intellectuals, politicians, lawyers and other persons inspired by varying motives who are not and never have been workers in the

economic sector covered by the trade union".²⁹ Many of these outside leaders have behind them a long history of sacrifice and participation in the national struggle for independence and trade union struggles.³⁰

After independence, the outsiders in the trade union movement were seen with suspicion not by the workers alone but also by the neutral observers of the labour scene. The impact of Trade Unions Act, 1926 on the extent of outsiders in the Trade Unions has been favourable. They constitute about 10 percent in the union executives which is less than the percentage legally permitted. However, the degree of their control over trade union activities is very high. This leads us to a discussion of baneful effects of outside leadership. Motilal C. Setalwad is against the dominance of outsiders and opines that "many unions are controlled not by true leaders of labour but by politicians and others who exploit them for their own personal ends".³¹

29. Ibid, P.88.

30. Sinha, G.P and Sinha, P.R.N: Industrial Relations and Labour Legislations, Oxford and IRH Publishing Co.Pvt.Ltd., New Delhi, 1986, P.202.

31. Setalwad, M.C: My Life, Law and Other Things, M.M.Tripathi Pvt.Ltd., Bombay, 1970, P.68.

The main reason for the weakness of the Trade Union Movement is that the leadership has remained with outsiders. Whitely Commission says that "the official position had been defined with a view to the pre-war organisations which catered mainly for the upper ranks of Government of India conceded the principle of the right to employ outsiders. ³²

According to the recommendations of the Commission in view of the desirability of securing that the members of a union take an active part in its work, we consider that two thirds would be a more suitable minimum. ³³

"A survey of trade union leadership in Bombay in 1960 showed that one leader was president of 17 unions and secretary of two more. Another was an office bearer of 20 unions" ³⁴

32. Government of India: Royal Commission on Labour, 1929-'31, Calcutta, P.317.

33. Ibid., P.331.

34. Agarwal R.D: Dynamics of Labour Relations in India, A Book of Readings, Tata Mc Graw Hill, Delhi, 1972, PP.58-82.

Sheth says "Trade Union brings a consideration of the next issue, i.e., outside leadership versus internal leadership. Infact, the Trade Union Act of 1926 makes a provision for this and allows for 10 percent of leadership to be from outside the sphere of the organisation.³⁵

The unions have no faith in their effectiveness. These only served to highlight the fact that the signatories to the code themselves had no faith in their effectiveness; that the courses of inter-union rivalries were more deep rooted and could not be removed by a code which had only moral sanctions.³⁶

The evil effects of outside leadership mainly stated are:

- (1) It has undermined the purpose of the unions and has weakened their authority.
- (2) Outside leadership has been responsible for the slow growth of inside or internal leadership and has thus prevented the trade union movement in the country from being self-reliant and truly democratic.

35. Sheth B.R: Indian Labour Laws; A supervisor should know, All-India Management Association, New Delhi, 1978.

36. Government of India (1969) Report of National Commission on Labour, New Delhi, P.292.

If the workers themselves had led the trade union movement, they would have had to correct perspective as well as objective in view. Illiteracy and lack of financial support among the workers made them seek the support of outsiders as well as political leaders. Because of their having lent their time and ability to establish the trade unions, and for having fostered the confidence of the workers the politicians convinced them of their legitimate rights.

Thus, it is clear from the above observations that Indian trade unions are apparently dominated and controlled by outsiders and through them by their political parties and it is very difficult to find out the signs of real inside leadership. The outside leadership has created political division in the trade union movement and has given birth to the evils like inter-union rivalry and intra-union rivalry.

3. REASONS FOR THE PERSISTANCE OF OUTSIDE LEADERSHIP:

Several factors are responsible for the continuance of outsiders in the Indian trade union movement. The factors contributing to the persistence of outsiders include the relative immaturity of the Indian

trade union movement; hold of political parties; sociological factors; fear of victimisation; illiteracy of Indian workers and language difficulties; small base of the Indian trade unions and their poor financial resources; and the role of the state and the increased prestige of politicians:³⁷. The outsiders do have a legal support to continue on the executives of trade unions. So far as the constitutional provision in this regard is concerned, workers in India do enjoy freedom of association, the political parties are also allowed to organise trade unions of workers along lines of divergent political ideologies and trade unions are free to develop political affiliations. In such a politico-legal situation, it is very difficult to ban outsiders in the leadership of trade unions.

In a survey conducted on the trade union leaders of Bihar, the factors that emerged as the factors responsible for the persistence of outsiders have been shown in Table-4.17.

37. Sinha, G.P. and Sinha, P.R.N: Industrial Relations and Labour Legislation, Oxford and JBH Publishing Company Pvt.Ltd, Delhi, 1986, P.207.

Table 4.17

REASONS FOR THE PERSISTENCE OF OUTSIDE LEADERSHIP

FACTOR	PERCENTAGE OF RESPONSES
1. Employees attitude	95.2
2. Lack of initiative in rank & file	80.2
3. Language of Law, rules and regulations	80.0
4. Political factors	27.1
5. Increasing role of Government in labour relations and labour welfare	13.9

Source: Sinha and Sinha: Trade Union Leadership in Bihar, PP.85-93.

The figures mentioned in the 4.17 Table shows that the most important factor for the continuance of outsiders in trade unions is the attitude of the employers. In this context, employees are forced to associate outsiders in trade union leadership in order to have dealings with their employers at equal footing. Next factor, is lack of initiative on the part of rank and file workers to occupy leadership positions because of a sense of incompetence and inferiority and threat of victimisation. The third factor is the language of laws, rules and regulations which the workers in general are not able to understand analyse and interpret. This factor can be overcome if the unions appoint certain experts to deal with legal matters without accepting them as their leaders. Political factor in this regard occupies the fourth position and is supported by only 27 percent of the leaders. The last factor to come up is the increasing role of Government in labor relations and labour welfare, receiving only 14 percent of the responses.

TRADE UNIONS OF VTPS AND OUTSIDE LEADERSHIP:

The major union Andhra Pradesh Electricity Employees Union (APEEU) of VTPS does not have any outside leadership effect because the member workers have the

requisite knowledge about their rights, privileges and language of law, rules and regulations. Apart from the above, the member workers do not show any hesitation to take up the leadership of the union. The APFEU does not have any political affiliation and thereby the member workers have come forward to take up the leadership of the organisation. The second recognised trade union Telugu Nadu Vidyut Karmik Sangam (TNVKS) of VTPS is an affiliated body of Telugu Nadu Trade Union Council (TNTUC), a trade union wing of Telugu Desam, a regional political party in Andhra Pradesh. Due to this political affiliation, the TNVKS has outside leadership and thereby the member workers are not showing much interest in the leadership of the organisation. Apart from this, to some extent the attitude of the employees, lack of knowledge about the language of law, rules and regulations are the other causes for outside leadership. The third recognised union Andhra Pradesh State Electricity Board Employees Union (APSEBEU) of VTPS is an affiliated body of Indian National Trade Union Congress (INTUC), a trade union wing of Congress (I) political party. In this organisation also the entry of outside leadership took place due to the above mentioned causes.

4.4 POLITICAL INVOLVEMENT:

Trade Unions all over the World, with the possible exception of the USA, have strong political links, fortunately, without the attendant disastrous consequences. ³⁸ The chief reason for the involvement of political leaders in the Indian Trade Union Movement was due to the efforts of the nationalist leaders to strengthen their Independence movement with the help of the working class. However, there were some exceptions to this general trend; for example, Mahatma Gandhi who organised the labour in Ahmedabad never wanted to contaminate trade union movement with politics. He declared:

" I have not the remotest idea of exploiting labour or organising it for any direct political power first class importance when it becomes a self-existing unit. Labour, in my opinion, must not become a pawn in the hands of the politicians on the political class board".

38. Ramaswamy, E.A.: "Trade Union Scene: Past and Future".
Economic and Political Weekly, April 16, 1977, P.629.

A glance at the history of Indian Trade Union Movement reveals that the decisions on splits were made and implemented by politicians which had neither the prior sanction nor the subsequent approval of the rank and file members. Political domination of trade unions became more obvious after Independence as the democratic national government provided more latitude to political parties to create a niche for themselves. The political parties recognised that the control of trade unions would provide them a powerful level for political action. They all started to compete with each other vigorously for controlling the Trade Union Movement. As most of the trade union leaders have been politicians first and trade unionists later, the trade union movement has historically been only a subsidiary to the political movement. As a result, politicians have used their leadership position of trade unions more for promoting their political goals than for the advancement of the interests of the working class. As observed by a labour expert, the leading trade union workers, with a few exceptions, come from the political parties and do their trade union work as part of their political work.³⁹ This does not, however, mean that all

39. Myron Weiner, : Party Politics in India, Princeton University Press, Princeton, N.J. 1957, pp.43-45.

the trade union leaders are politicians who are motivated by political considerations. There are, of course, labour leaders who are interested in promoting the goals of trade unions, but the number of such leaders is very small. Most of the leaders at the top rung of the ladder are politicians whose first loyalty and commitment are to the political party to which they belong; trade unions come only next.⁴⁰

The baneful effect of politicians' leadership of unions has been the fragmentation of trade union structure. Rivalry among the unions adversely affects members' loyalty, union-management relationships and state policy. Commenting on this, Ashoka Mehta said:

"The present fragmentation not only prevents trade unions from getting strength but interferes with developing initiative and discipline. Multiplicity of unions prevents abiding loyalties from growing up and fails to foster worker leadership on the movement."⁴¹

40. Raman, N.P. : Political Involvement of India's Trade Unions, Asja Publishing House, Bombay, 1967, PP.54-58.

41. Asoka Mehta : "Towards Trade Union Unity", Hind Mazdoor Jan-Feb, 1953, P.29.

Political unionism has discouraged, if not actually prevented the growth and development of leadership among workers. And the outside political leaders are not able to pay attention as full-timers for workers' problems. As such trade unions got only part-time, part-attention and part-allegiance from a large section of its leadership. ⁴² The prevalence of multiplicity of unions rendered the negotiations of trade unions with employers very difficult. Managements often complain that competing trade unions make extravagant demands with a view to keeping up the allegiance of their membership as also to enlarge it. Commenting on this problem, the President of HMS observed in 1959:

"Bitter experience has shown that negotiations cease to be honest and straight forward when there is a multiplicity of rival unions. None of the unions will dare to accept a good and realistic offer of a concession to conclude an agreement lest a rival make a bid to canvass support for a still higher claim."⁴³

42. Van D Kennedy: Unions, Employers And Government, Manaktalas and Sons (P) Ltd., Bombay, 1966, P.10.

43. Industrial Relations, Calcutta, Vol.X, No:2, March - April, 1958. P.93.

TRADE UNIONS OF VTPS AND POLITICAL INVOLVEMENT:

The Andhra Pradesh Electricity Employees Union of VTPS which was affiliated to the All India Electricity Employees Union has no political affiliation. This has led to the smooth running of the union activities by the member workers themselves taking up the leadership of the union. This also has contributed for the harmonious atmosphere in the union. Because of this reason, the APEEU fought unitedly for achieving the reasonable demands of the workers without any inter-union rivalry and intra-union factionalism. This increases the collective bargaining power of the union whenever they are going for solving their problems with the management.

The Telugu Nadu Vidyut Karmik Sangam of VTPS which was affiliated to TNTUC, a trade union wing of Telugu Desam a regional political party was affected in the development of inside leadership. To a certain extent, the other union activities also got affected because of this political involvement. On the other hand, the union took advantage of its political contacts in solving the problems of workers.

The Andhra Pradesh State Electricity Board Employees Union which was affiliated to Indian National Trade Union Congress, a trade union wing of Congress (I) party was also severely affected in the development of inside leadership, inter-union rivalry and intra-union factionalism because of the political involvement in the union activities. Particularly in this union, it has led to the split amongst the member workers because of the differences in the central organisations.
