
CHAPTER-V

TRADE UNION ACTIVITIES IN
HINDUSTAN GEARS PVT.LTD.

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5.1 Introduction :

The workers had informal social relations with other workers and they form informal friend circles. Apart from these informal friend circles the workers also join the trade union which functions at their factories. The modern industrial establishment employ a large number of workers. Individually the workers are not able to complain their problems. So they organize themselves into trade unions. The primary duty of a trade union is to solve the labour problems created by modern industry. The trade union through its organised action can eliminate exploitation and can provide better welfare facilities to workers. Thus through trade unions. Workers can organise themselves to improve their conditions.

Sheth notes that "the trade unions are an essential ingredient of modern industrial society. Hence sociological studies of trade unions are as important as those of industrial organization!"¹

On this background the present chapter deals with the trade union in Hindustan Gears Pvt.Ltd., Oglewadi. With reference to motivational analysis of union membership,

workers participation in union activities. The trade union has been considered as "a continuous association of wage earners for the purpose of maintaining and improving the condition of their working lives."²

In the present century the trade union has been considered as "a continuing organization of workers established for the purpose of protecting or improving through collective action, the economic and social status of its members."³

In connection with trade unions, Sheth remarks that, "broadly speaking, while management is mainly interested in industrial efficiency and maximisation of return of investment, workers are mainly interested in raising their share in the earnings and acquiring new rights as employees. The most important aspect of the recognition of the conflicting interests between management and workers is the legal and social acceptance of trade unions as representatives of the workers interests."⁴

Thus the workers are organized in the trade union mainly for maintaining and improving conditions of their lives. The need of trade union is main by due to modern industrial establishment which employ a large number of workers at a time. As the nature of industrial production has been changed the association of workers in the form of a trade union came into existence.

The trade union have been accepted by society also because, "so long as working people have a grievence they will find a way of expressing it. Grievence is endemic to modern organisation and the trade union is the medium through which it is expressed."⁵

The Government of India also has given importance to the association of workers as "the workers right of association, organization and collective barganning is to be accepted without reservation as the fundamental basis of mutual relationship. The attitude to trade unions should not be just a matter of toleration. They should be welcome and helped to function as part and parcel of the industrial system."⁶

Thus the workers organize into trade unions as a means of through which they can deal with the employers collectively and the attitude of the Government of India is also to consider it as a part of industrial system.

5.2 Trade Union in Hindustan Gerars Pvt.Ltd. :

One trade union is functioning in the jurisdiction of concern. According to the question, the name of the present trade union is the "Engineering Kamagar Union", and this is only recognised union under trade Union Act 1926.

This Union is company union. It is not affiliated to any political party. This union is functioning from June 1977 in Hindustan Gears Pvt.Ltd. Mr. Jadhav J.N. workers from this organisation is the President of the Union, and Mr. Suryawanshi B.D. is the general Secretary of this Union.

According to the information from workers 67 workers ✓ were the members of the Union out of 70 workers and non-member of the Union are 3. It means that the maximum (95.71%) workers ✓ were the Union members. The subscription fee of the Union is only one rupee, per month. All the members of the Union were paying this fee regularly.

The day to day activities are managed by the seven members, working committee elected through the Union members. The working committee is working under the guidance of general Secretary Mr. B.D. Suryawanshi, Union calls meeting regularly on two or three times in a month. Union consults its members when any important decision has to be taken.

There was a strike in the year of 1980 for Bonus, but with the help of trade union and management co-operation, the Bonus problem was solved.

The data analyzed above indicates that absolute majority of the workers had joined the trade union. The data regarding membership of the workers is presented in Table No. 5.1.

TABLE No. 5.1

Distribution of Workers according
to their Membership in Trade Union.

Particulars	NO. of workers	Total
Members of the Union	67 (95.71%)	67
Non-members of the Union	3 (4.29%)	3
Total :	70 (100.00%)	70

From this table it is clear that majority i.e. (95-71%) of the workers were the members of the Union and remaining workers were non-members of the Union. It means that majority of the workers were participate in Union activities.

5.3 Workers Participation in Trade Union :

The importance of actual participation of workers in Union activities can be made clear by the concept of union democracy. "In trade unions, the people are the union members. Since the peoples participation is a measure of real democracy. The extent of membership participation in the day to day functioning of trade unions constitute a critical measure of real union democracy.⁷

N.R. Sheth remarks that participation by ordinary members in union activities is important for three reasons. First, a union exist basically to serve the interest and goals of its members , hence its effectiveness would depend largely on the extent to which the members seek to channalize their interest and achieve their goals through the medium of the union by their participation.

Second, if we accept the importance of union leadership emerging from the rank and file, the degree of participation by the latter in union work has considerable values as it may provide indicators of the pattern of leadership developing in concrete situations of unionism.

Third, it is obvious that the "iron law of oligarchy" or the tendency as the part of selection leaders to become all powerful can be checked by a vigilant and participative membership.⁸

These views shows that when the members participate in the day-to-day activities of the trade union the union democracy becomes possible and there will be channel of communication between workers and their union leaders. The union leadership can emerge through participative activities of union members.

Workers satisfaction regarding
Union Activities :

The workers were taking active part in Union activities. On this background the workers were asked how for they were satisfied with the activities carried out by the Union. The data regarding their level of satisfaction is presented in Table No. 5.2.

TABLE No. 5.2

Distribution of Workers according to their Satisfaction about Union Activities.

Satisfaction about Union Activities	No. of Workers	Total
Fully satisfied	60 (85.71%)	60
Partly satisfied	7 (10.00%)	7
Unsatisfied	3 (2.29%)	3
Total :	70 (100.00%)	70

From this table it is clear that majority (85.71%) of the workers were fully satisfied with union work, which was followed by the workers (10.00%) who had partly satisfied and then those who were unsatisfied (4.29%).

The opinion of workers about the Union activities majority of the workers had opinion that union should be prevent exploitation of working class, try for economic condition of labour and to give status to workers in the organization.

The union activities should be such to improve human relations at work place and to render social services to the industrial society. It means that workers are satisfied with union activities.

In short, the workers of Hindustan Gears were satisfied with the activities of trade union. The relation between management and trade union, trade union and working class is quite cordial.

Engineering Kamgar Union have attained a unique position in industry for shaping the economic and social conditions of the workers.

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