
C H A P T E R - II

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CHAPTER - II

REVIEW OF LITERATURE

Trade union as an organisation tries to protect the interest of the workers. It has also been regarded as providing opportunities for members to satisfy a broad range of basic human wants and needs.

The present study of the participation by workers in union activities in Hindustan Latex Ltd. Kanagale and Walchand Industries Ltd. Walchandnagar defines the improvements of workers by participating in union activities.

The working of trade union as an organisation provides a stimulating area for study. Trade Union in the modern set are working in the larger interest of the members so as to safeguard the legitimate demands of the working class. They are always abide by the decisions of tripartite bodies and make a major contribution to the maintenance of Industrial peace to better industrial relation.

There are many studies related to various aspects of trade Union.

Regarding the present structure of union Prof. Tiwari was of the view that the present union structure represents an island of prosperity in an ocean of poverty and hence is irrelevant. He thought that the maladies of the present industrial relation situation mainly are due to irresponsible attitudes of trade union and management was a just contributory factor.

Prof. Bhangoo stressed the growth of trade union in India and suggested that for industrial relation system to improve in 21st century Government intervention must be minimised and there is a need to promote internal leadership. Sidney and Beadrice Webb (1965) defines trade union to be continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives. (Indian Workers Sept.16, 1986 - at 20)

Late P.M. Indira Gandhi while addressing World Conference on role of Trade Unions in development addressed that the power of organised trade unionism had caused some distortions. She asked whether the state should continue to earmark the resources to improve pay scale of the better paid among our workers in place of investment in new labour intensive and employment creating project.

Munson Fred C (1970) stated that a trade union can be considered as a formal organisation in terms of the basic organisational element that are evident in them.

Flanders Allan (1970) points out that the trade union cannot be run simply as a business. A trade union that had none of the characteristics of a movement which was thrown back entirely on the bounds of organisation would be in a sorry state.

Butler Arthur D (1961) states that the union are characterised by heterogeneous members. The goals derived from their interest are also diverse and at times come into conflict with one another.

While discussing the problem of finance, personnel policy of trade unions -

Phelps Orme W (1950) points out that trade union have all the problems of finance, personnel policy and operations commonly associated with business firms.

Indian scholars Sharma 1974 have devised two independent lines of enquiry.

viz. examination of interrelationship between interest in union and union

participation on one hand and orientation and attitude of members towards on the other.

The explanation of union participating its conceptual basis to Whyte's Town meeting model of democracy (Whyte, 1969 109) which assumes that all individuals are free to participate actively. Schein is of the opinion that trade union in exchange for the greater commitment of the working class to industrial occupation demand a share in the decision making process.

Regarding the role of trade union movement viewers points out that -

Prof. Galbraith viewed trade union as a necessary countervailing force to the capitalists industrial enterprise. It will have a drastically reduced function in industrial system and will retreat more or less permanently into the shadow.

Pattabhi Raman's observations are " trade union multiplicity in India is directly traceable to the domination and control of the trade union movement by rival political parties and groups.

S.R. Vasavada from his speech in 1957 (quoted in ICFTU. ARO Bulletin, New Delhi VI P.1 January 1958 P.7)

" The trade union is a necessary instrument to save the workers from exploitation, but to make it effective the trade union must first be saved from exploitation.

Ross and Hartman hold the view that with the passage of time trade union begin to have a moderate outlook and as the workers standard of living improves the trade union leadership seems to imbibe the values of bourg cois society rather than continuing to be a militan Opposition.

Trade union was also accepted as a way of life. In operation of the study by Siedmen Jet. al interviewed 30 plant level official and committee men in a steel workers Union in USA and found no relation between initial circumstances of joining a union and their subsequent activities in it. The identified themselves with the union and accepted it as a way of life.

Regarding the trade union movement B.G. Jadhav (productivity and industrial relation adviser) points out that there is a declining trend in the graphical labour movement. Its prosperity is also declining by the participation of Government where we shall find political affairs intermitantly.

Giri V.V. stated that the period 1981-82 was an epoch stated that the period 1981-82 was an epoch making period in the history of Indian Labour Movement. It marked the start of a new era in which leadership of the trade union passed from the hands of social worker into those of politician.

Punekar and Madhuris's study based on 300 trade union leaders all over the country noted that the weaknesses of trade union movement in India as 1) the influence of politics 2) Intra union rivalry 3) Poor finance 4) illiteracy of workers and 5) attitude of management.

Prof. Myron Wiener said that the role played by the trade union in Indian Industries has had many critics.

" Trade union novement in India is one of the most maligned in the world.

Some viewers have explained their views about trade union with the political parties in developing countries.

Everett M. Kassalow has produced detailed data to establish the fact that in ex-colonial developing economies there was a burst of trade union activities immediately after independence and political unionism was more common than economic unionism such as prevails in the developed countries in the West.

Prof. Van Dusen Kennedy's concedes that " if one would understand the course and character of industrial relation in free India he should begin with Government policy, for India unionism and labour relations are not a product only of their environment and internal forces".

About the multiple union structure and internal union rivalries.

Dr. S.D. Tripathi in his study of Silk mill Mazdoor Sangh strike at Kanpur found that union due to internal rivalries not only damage the cause of workers but the institutions themselves.

S.M. Pandey in his study of rival unionism in Kanpur found that multiple Union structure had been a potent cause of Industrial conflict in Kanpur.

Indian Journal of Industrial Relation 3(2) Feb. 1968 P. 157

R.C. Mahapatra in his study of Industrial relation in Public sector undertakings with special reference to Rourkela steel plant show that the major reasons for strike were the multiple Union structure and their political affiliations. Indian Journal of Labour Economics Oct. 1976 PP 23-34.

C.V.Raghalav in his study found that a large no. of managers feel that the multiplicity of unions are helpful only in the short run in shifting the area of conflict from fighting the management to inter union competition and prevent a few strikes or confrontations Indian Union Rivalry has complicated the realisation of the more fundamental objective of securing social acceptance of Union leaders in terms of equality and respectability.

Dr. D.C. Jain observed that multiplicity of trade unions has struck at the very root of strong trade union movement in our country, one union one industry

is neither a chimera nor utopia. It is inevitable imperative for cordial 21st century industrial relation.

Indian labour journal Oct. 1986 Vol.27, No.10 at 1386.

Leadership Style -

Extensive research has been on the participation of workers in union activities. All these studies attempted to find out how the behaviour of people influence their performance. But to make the workers to participate in these activities depends upon one important factor that is leadership.

The leadership factor appear in every social institution contributing significantly to its growth so for the growth of labour movement leadership is an important aspect. Hence it is necessary to understand the concept of leadership.

Mynson Fred C. and Nanda Ac (1968) studied the influence of legal framework on trade union leadership in three large cities. The study appears to suggest that he preoccupation of leaders with legal issues hardly leaves any time for them to attend the organisational activities.

Ginzberg Ely (1948) observes that a typical union leader in USA is the son of the working class parents with little formal schooling. He starts his career as manual worker and raises upto the Union Leader while still young.

Miles RE and Ritchie J.B. (1968) points out that the trade union leaders rank themselves higher than the members on the one hand they speak for members participation which would contribute to the organisational effectiveness.

Thackur C.P. and Nunson Fred C (1969) analysed the political character of the union as well as the positive character of the union as well as the positive role their leaders were playing in making available their know-how to several union organisation.

Miller L.W. et. al (1965) studied the leadership behaviour by interviewing the members and functionaries of local trade unions around Columbus Ohio (USA). They observed that due to low grade of participation of members and low quality of leadership the leaders have been able to achieve union goals effectively.

Punekar S.D. (1958) Surveyed trade union leaders in Bombay and came to conclusion that there are no differences between INTUC & non INTUC leaders in terms of age education or ability. They also viewed that most of the prominent leaders in Indian Trade unions are outsiders who are educated middle class individuals who join the Union work from outside rather than through the wage earning ranks.

(CTU Leadership Lalvani 1967 Bombay)

SUMMARY

In the modern day commerce and industry, trade unions are deemed as the integral constituent in the proper development of an organisation. It is sufficient to say that the movement born in the wake of industrial revolution. The Clarion call of the trade Unionism is " WORKERS OF THE WORLD UNITE" and its driving maxim is United we stand and divided we fall.

Finally participation of workers in union activities is pluralist in character. If they are not they are likely to survive.

Trade Union should extend their activities and cover not only their members but also the families of their members for a happy family makes a better worker. And a better worker contributes substantial to an increase in the gross nation product.

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