

## CHAPTER - I

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## INTRODUCTION:

In a democratic country workers enjoy the right to combine themselves into an organisation for promoting and protecting their interests. N. Barou says, "The right of the workers to combine and act in combination in their own interests is one of the essential freedoms of modern civilisation." The organisations of workers are known as TRADE UNIONS. They are formed to improve the conditions of labour and to further the workers' desire for a better life. The individual by himself being alone feels weak in a world of mass-production and mass-movement. The trade union gives him an opportunity to join others as socially desirable. Trade Union plays a very significant role in wage determination, in labour welfare, in increasing productive efficiency of worker and in providing satisfactory working conditions. In other words, the financial and non-financial incentives offered to the workers are certainly the outcome of the efforts of the trade unions.

## DEFINITIONS OF A TRADE UNION:

Any discussion on a trade unionism first requires a precise definition of the term 'Trade Union' because of a wide difference in the use of the term in different countries. For instance, in India, the term 'Trade Union,' according to the Trade Union Act of the country, refers, besides employees' organisations, to employers' associations also. Similarly, Britain, the Trade Union Congress recognises the associations of professional people such as Artists' Federation, Musicians' Union, etc., also

as trade unions. In the U.S.A., owing to the greater liking for the bargaining approach, it is felt that "having been separated from ownership of the tools with which they (workers) earned a living, they could accept this separation as part of the new order, and try to improve their well-being within it (the union) by bargaining with the new owners. In the U.S.S.R., as per Article 151 of the Soviet Labour Code, a trade union is conceived as "an association of producers, in which citizens employed for remuneration in State, Co-operative and private undertakings, institutions and businesses, are organised. The Union acts for its members in all negotiations with various state institutions and represents them at the conclusion of agreements and contracts and in all discussions of questions relating to labour and social welfare."

Trade Unions have been defined differently by different writers and thinkers. Though there is a diversity of opinions in regard to the role of trade unions in the working class movement, yet all agree to the fundamental purpose of trade unionism, viz., the pursuit of the economic interests of the members.

DEFINITIONS:

G.D.H.Cole : "A trade Union means an association of workers in one or more occupations an association carried on mainly for the purpose of protecting and advancing the members' economic interests in connection with their daily work."

The Webbs : "A continuous association of Wage-earners for the purpose of maintaining or improving the conditions of their working lives."

Lester : "An association of employees designed primarily to maintain or improve the conditions of employment of its members."

J.Cunnison: "A monopolistic combination of wage-earners who stand to the employers in a relation of dependence for the sale of their labour and even for its production; and that the general purpose of the association is in view of that dependence to strengthen their power to bargain with the employers."

In the definitions of a trade union given above neither the employers' associations nor professional bodies have been mentioned as trade unions. The employers' associations fundamentally differ so much from the employees' unions that it is difficult to group them together.

The employees' unions are primarily concerned with the terms and conditions of employment of their members i.e., the terms of sale of their service.

The employers' associations, on the other hand, are concerned, among other things, with influencing the terms and conditions of purchase of services in favour of their members which they require for the performance of their tasks.

As regards the associations of professional men and employees' unions, the main ground of difference is that the professional associations include the self-employed as well as the employees, whereas trade union or the employees' unions consist only of the people who are employed by others. However, if any particular professional association consist only of people who are

employees of other; for example, the college or University teachers' association, it may be described as a trade union as it is wholly a union of employees.

Thus, a trade union seeks to develop amongst the workers a spirit of combination, class-consciousness and solidarity of interest and arouses a consciousness for self-respect, rights and duties. It creates organisation for their self-protection, safeguarding of their common interest and betterment of their social and economic position. Broadly speaking, the trade unions have transformed themselves as agencies which, besides trying to influence the working conditions and standard of living of their members, also attempt to carry out activities to improve their status and position. From this stand-point, a trade union may be redefined as, "a continuous association of wage-earners or salaried employees for maintaining the condition of their working lives and securing them a better and healthier status in industry as well as in the society."

**DEFINITION OF INDUSTRY:**

Section 2(j) of The Industrial Disputes (Amendment) Act of 1932, defines 'Industry' as follows:-

'Industry' means any systematic activity carried on by co-operation between an employer and his workmen (whether such workmen are employed by such employer directly or by or through any agency, including a contractor) for the production, supply or distribution of goods or services with a view to satisfy human wants or wishes (not being wants or wishes which are

merely spiritual or religious in nature), whether or not, --

i) any capital has been invested for the purpose of carrying on such activity; or

ii) Such activity is carried on with a motive to make any gain or profit, and includes --

a) any activity of the Dock Labour Board established under Section 5 A of the Dock Workers (Regulation of employment) Act, 194

b) any activity, being a profession practised by any individuals; or body of individuals;

c) any activity relating to the promotion of sales or business or both carried on by an establishment, but does not include --

1) any agricultural operation except where such agricultural operation is carried on in an integrated manner with any other activity (being any such activity as is referred to in the foregoing provisions of this clause) and such other activity is the predominant one; or

2) hospitals or dispensaries; or

3) educational, scientific, research or training institutions; .

4) institutions owned or managed by organisations wholly or substantially engaged in any charitable, social or philanthropic service; or

5) Khadi or Village industries; or

6) any activity of the government relatable to the sovereign functions of the government including all the activities carried on by the departments of the Central Government dealing with defence research, atomic energy and space; or

7) any activity which is carried on by a co-operative society, being a Co-operative Society in which less than ten persons are employed.

#### DEFINITION OF LABOUR:

The Industrial Disputes Act of 1947, which extends to the whole of India states that it has been enacted because it was expedient to provide for the regulation of relations between employer and employee and to consolidate and amend the law relating to the terms of industrial disputes and to provide for certain other purpose.

The Bombay Industrial Relations Act, 1946 and The Industrial Disputes Act, 1947, these two Acts covering the same field were enacted when the Government of India Act, 1935 was in force. Item No.27 of the concurrent list of the same Act dealt and State Legislature could legislate on the same subject of 'Labour.'

Section 2 (s) of the Industrial Disputes (Amendment) Act of 1947 defines 'workman' as follows:-

'Workman' means any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward,

whether the terms of employment be expressed or implied, and for the purpose of any proceeding under this Act in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute, but does not include any such person --

1) who is subject to the Air Force Act, 1950 or the Army Act, 1950 or the Navy Act, 1957; or

ii) who is employed in the police service or as an officer or other employee of a prison; or

iii) who is employed mainly in a managerial or administrative capacity; or

iv) who, being employed in a supervisory capacity, draws wages exceeding one thousand six hundred rupees per month or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.



HYPOTHESES:

"Trade unions in the modern set-up, are working in the larger interests of the members so as to safeguard the legitimate demands of the working class relating to better wages, satisfactory working conditions and labour welfare facilities."

"Trade unions are extending their optimum co-operation and making sincere efforts in enhancing the production and productive efficiency of the organisation in which they are employed."

HISTORICAL PERSPECTIVE:

(Trade Union Movement in India)

Modern trade unionism in India -- essentially an outcome of the factory system of production and the capitalistic order of Society -- came relatively late in the field. The reasons of this lateness can generally be given as the slow progress of industrialization of the country, the special difficulties arising out of the illiteracy of the workers, their migratory habits and the heterogeneous composition of the labour force in the industrial centres. Though the germs of the movement in the country are to be found in the last quarter of the 19th century when sporadic efforts were made to organise labour, they were just "a medley of ill-directed and haphazard moves." The birth of trade union movement in India as at present understood may, however, be traced back to the first quarter of the 20th century, although some form of trade union organization came into existence after the establishment of factories in India in the eighteen eighties. The labour movement in India has passed through different stages of its development. The pattern of growth and character of the movement in different periods was shaped by the existing social, economic and political characteristics of each period. In the pre-First War period, the movement took a political character. Under the influence of nationalism, the labour movement was humanitarian in nature and aimed at the enactment of factory legislation. In the post-war and pre-independence period, the movement took a political character. Under the influence of nationalism, the labour movement played a vital

role in the freedom movement. In the post-independence period the character of the labour movement further changed. On the one hand, competition for political power among the parties led to the formation of union organization on political basis; on the other hand, the planning for rapid national development has necessitated a rethinking on the part of unions and leadership about their activities.

The development of trade unionism in India which has had a chequered history and a stormy career may well be studied under various distinct parts, each of them revealing different tendencies that mark it from others. A short account of these different phases or stages of Indian labour movement is given below.

The period between 1875-1918. Since the modern factory system in the middle of the 19th century brought in its wake employment of women and children, long and excessive hours of work, lack of education, poor housing, undermining of mortality and excessively high rate of morality and other such attendant evils of capitalism, a few social reformers and philanthropists, under the guidance and leadership of Sorabji Shapurji, started an agitation in Bombay in 1875 to protest against the appalling conditions of workers in factories, especially those of women and children, and appeal to the authorities to introduce legislation for the amelioration of their working conditions. The first factory commission was appointed in Bombay in the year 1875 and the first Factories Act was passed in 1881 which proved highly inadequate and its provisions were highly disappointi

The founder of the organized labour movement in India may be said to be N. M. Lokhande, who was a factory worker himself and who in 1884 organised an agitation and called for a conference of workers in Bombay to make representations to the Factory Commission just then appointed. The workers presented a memorandum drawing attention to their grievances. As no redress was effected by government, Lokhande convened a mass meeting in Bombay on 24th April 1880 which was attended by about 10,000 workers and drew up a memorandum containing demands for limitation of hours of work, weekly rest days, mid-day recess and compensation for injuries. In response to these demands, a weekly holiday was actually granted by the millowners of Bombay. A new Factories Act was passed 1891 which introduced several amendments. Encouraged by this success, Lokhande organised the Bombay Mill-hands Association, of which he was elected president. This was the first labour association in India. In order to provide organ to the labourers, a working class news paper, Dinbandhu was also started. After 1890, a large number of labour associations were started in the country such as

- i) The Amalgamated Society of Railway Servants of India in 1897,
- ii) The printers' Union, Calcutta in 1905,
- iii) The Bombay Postal Union in 1907,
- iv) The Kamgar Hitvardhak Sabha and the Social Service League in 1910.

The labour movement in India during this period was wholly unorganised and social in character. Therefore this period has been characterised as the social welfare period of our early trade union movement.

The period between 1918-1924. The close of the First World War, saw the beginning of the labour movement in the truly modern sense of the term. Economic and Political conditions alike contributed to the new awakening. Through there is a trace of the workers in the Ahmedabad Cotton Mills forming a union in 1917 under the leadership of Shrimati Anusuyuben, the credit of forming the first industrial union on a systematic basis goes to Mr. B. P. Wadia, an associate of the theosophist Mrs. Annie Beasant who founded the Madras Labour Union in 1918. It has been observed that "Not one textile worker in the city of Madras remained out of the union and the union became more and more powerful in a short period." Between 1919 and 1923 a larger number of unions came into existence in the country. At Ahmedabad, under the inspiration of Mahatma Gandhi, occupational unions like Spinners' Unions and Weavers' Unions were established which federated in the industrial unit known as the Textile Labour Association, Ahmedabad. Various factors influenced the growth of trade union movement in India during this period were --

- 1) The main reason for the success of trade Union Movement during this period was the worsening economic situation under which the cost of living was steadily increasing and wages lagged behind. This created discontentment and a class consciousness amongst the workers which prompted to organise and try collective action.

2) In the political field, the home-rule movement and the martial law in Punjab had set the whole country thinking. The political agitators know that organized workers would be an asset to their cause and the workers who many grievances needed proper guidance and leadership to the labour movement. Thus, the working class who could not become vocal for want of good leadership got the right type of men to guide them.

3) The Russian Revolution also had its own favourable effect on labour movement in India. It held out a prospect of a new social order to the common man in the country.

4) The setting up of International Labour Organisation in 1919 also helped the organisation of trade unions in the country. Besides developing labour-consciousness, it created a general awakening in the country which led to a movement towards organisation of labour.

5) The formation of All India Trade Union Congress in 1920, though primarily to send representatives to International Labour Conference and sessions, gave status to labour movement and provided a platform where labour problems could be discussed and debated.

6) It was obvious that trade unions had come to stay in the country and during this short period (1918-24) some very good and stable trade unions were formed and the channelisation of the trade union movement in a consolidated direction, the growing consciousness amongst workers towards their interests and increase in the number and membership of trade unions are significantly

notable. This period in the history of labour movement has been described as the Early Indian Trade Union Period.

The period between 1924-1935. This phase of the Indian labour movement may be called the period of Left Wing Trade Unionism. Since 1924 signs of military tendencies and revolutionary trade unionism in the labour movement of the country became apparent. During this period, the communist captured the labour movement, split the Trade Union Congress twice and conducted some of the most violent strikes in India. The main cause for the growth of these extremist feelings was the ~~the~~ economic hardship of the workers. Depression, prospects of cut in wages and unemployment were other important factors. The attitude of the employers also gave a fillip to such growth of feelings. At the Nagpur Session in 1929 a split took in the All India Trade Union Congress. The moderate Section under the leadership of Messrs. N.M.Joshi, V.V.Giri, B.Shiva Rao, R.R.Bhakhale and D Chaman Lal seceded from the Congress and set up a separate organisation under the name of the National Trade Unions Federation for co-ordinating the activities of non-communist trade unions. In the 1931 Session of the AITUC held at Calcutta another split took place in the congress and the extreme left wing under the leadership of Messrs.S.V.Deshpande and B.T.Randiv broke away and formed the All India Red Trade Union Congress. Thus, in early 1930s, split and division in rank and file as well as leadership of the movement was apparent and three central labour organisations were functioning viz., AITUC., AITUF (Known as NTUF after 1933) and RTUC. In 1934, the Government of India declared

the communist party an unlawful association. Thereafter, the influence of the communists on the labour movements in the country started waning away gradually. During this period one significant development was the passing of the India Trade Unions Act of 1926 which provided for voluntary registration and conferred certain rights and privileges upon registered unions in return for obligations

The period between 1935-1939. In 1935, new constitution of India was adopted under which labour representatives could get themselves elected through labour or trade union constituencies. Consequently, efforts for trade union unity were intensified. In 1935, The Red Trade Union Congress merged itself with the AITUC. Further efforts were made by the Trade Union Unity Committee to bring together the two sections -- the National Trade Union Federation and the AITUC, and finally in 1938, an agreement was arrived at whereby the NTUF affiliated itself with the AITUC. Mainly three reasons may be accounted for such unity amongst groups of trade union leaders and revival of trade unionism in the country during this period --

- 1) The advent of popular ministeries in the provinces pledged to implement the election manifesto of the party conferring greater rights upon workers;
- 2) The provision for labour seats in the legislatures through labour or registered trade union constituencies; and
- 3) The changed attitude of employers who had realised the inevitability of trade unions.



The period between 1939-1946. Trade Unionism in India at the commencement of World War II had already become a consolidated labour force in the country. The War gave further impetus to its growth and the labour movement in this country at this stage sprang out as a new living organisation to bring a change in the existing economic order. Employer attitude had also undergone a complete change and so that of the government as well. Trade Unions made progress not only in respect of numbers and membership but also in respect of trade union funds. Yet the working class lacked a united front. Due to the differences, arising out of the adoption of a resolution of neutrality in connection with the War effort in this section of the AITUC, Dr. Aftab Ali President of the Seamen's Association, Calcutta disaffiliated his Union from the Congress. Another section known as 'Royists' under the leadership of Mr. M. N. Roy also seceded from the organisation and formed a new body known as the Indian Federation of Labour in 1941. This organisation engaged itself in a country-wide campaign and propaganda for all-out support by the Indian labour to the war effort. The Federation made steady progress, partly because the Congress leaders were behind the bar because of the 1942 Quit India Movement, but it lost its representative character after the termination of the War. In 1946, there was tussle between the AITUC and IFL with regard to the representative character of the organisations. An enquiry conducted by the Chief Labour Commissioner of the Central Government in 1946 established the representative character of the AITUC.

The Post-War and Post-independence period (1946 onwards). Since the termination of the Second World War, the growth of trade union movement has been rapid both in size and number. When attempts to restructure the AITUC failed, those who favoured the ideals of socialism and shared the views of the Indian National Congress seperated from the Labour Organisation and set up the Indian National Trade Union Congress in 1947. When, in the following year, the socialists broke away from the Indian National Congress, they formed the praja socialist party, whose supporters in the labour movement established what came to be known as the Hindustan Mazdoor panchayat (H.M.P). Later, this organisation and IFL merged to form the Hind Mazdoor Sabha. In 1949, a group of left Wing Socialists, who were dissatisfied with the policies and attitude of the Socialist Party, established the United Trade Union Congress. These moves and counter moves in favour of a split or unity continued to dominate the labour scene for a number of years.

After 1952, a number of efforts were made for bringing about unity in the movement such as in 1953, and 1958. In 1959, a few unions led by the members of the socialist party seceded from the H.M.S. and formed Hind Mazdoor Panchayat. It became the organ of Samyukta Social Party and was launched in 1962. In the same year, a new organisation called confederation of Free Trade Unions was formed as a result of the active interest taken in its formation by the International Confederation of Christian Trade Union and the support of the Swatantra Party.

There was again a rift in the AITUC in 1970, when the Communists divided themselves into the CPI and CPM started a new organisation -- the centre of Indian Trade Union.

The split in the Indian National Congress in two separate groups in 1972 also resulted in a change in the INTUC. The ruling Congress Party retained its control on the INTUC and the (Organisation Congress) served itself from the INTUC and formed a new union - National Labour Organisation.

In September 1972, a new development took place. With the formation of National Council of Central Trade Unions, providing a common platform for trade union activities of AITUC, INTUC, and H.H.S. CITU was isolated. It therefore, formed a United Council of Trade Unions as rival body of NCCTU. Since then both these bodies have ceased to exist.

At present, there are nine Central Trade Unions and a large number of registered federations of unions in various industries and occupations. All these trade unions are closely lined up with the political parties.

NINE CENTRAL UNIONS:

- 1) Indian National Trade Union Congress (Ruling Congress)
- 2) National Labour Organisation (Old Congress)
- 3) All India Trade Union Congress (C.P.I)
- 4) Centre of Indian Trade Union (C.P.M)

- 5) United Council of Trade Unions  
(at Lenin Sarini) (Radical Party)
- 6) United Council of Trade Unions (at Central Avenue  
Calcutta) Radical Party
- 7) Hind Mazdoor Sabha (Praja Socialist)
- 8) Hind Mazdoor Panchayat (Samyukta Socialist) Party)
- 9) Bharatiya Mazdoor Sangh (Jan Sangh)

FEDERATIONS OF TRADE UNIONS:

- 1) All India Bank Employees' Association
- 2) National Federation of Indian Railwaymen
- 3) All India Post and Dock Workers' Federation
- 4) National Federation of Post and Telegraph Workers
- 5) All India Mine Workers' Federation
- 6) Indian Federation of Working Journalists

THE ROLE AND FUNCTIONS OF TRADE UNIONS:

The role of the trade unions varies from one country to another depending on the stage of economic and social development. It also depends on the strength of the unions both organisational and financial and also to a great extent on the institutional set-up of the society in which they operate. For instance, in France and Netherlands, unions are required statutorily to be consulted on any draft legislation dealing with economic and social issues. In Sweden, unions participate at the level of the Planning Commission and are responsible for the implementation of labour and social security legislation. The range of responsibilities of the unions covers and the experience of co-determination in the Federal Republic of Germany and workers' control over industrial establishments in Yugoslavia. In Denmark, unions participate at the level of the Economic Council. In the U.S.A. and in Australia, the contracts of unions with government authorities are less formal. Like Unions' participation in framing and implementation of social and economic policies, their consciousness of community responsibility varies from country to country depending upon the extent of wage employment. In the early stages of their growth, unions in many countries concerned themselves primarily with their members' interests, but took on wider functions in due course. Thus trade unions have become far more developed than their forerunners undertaking a wider range of functions and having a clearer perception of their ultimate aim. "The trade union of today is not content with protecting and improving wages and conditions of labour; it concerns with all matters by which the workers are likely to be affected whether as producers or consumers, whether - - -

as units of industrial manpower or as citizens." In the words of H.J.Laski, "trade unions today are pluralist in character and pragmatic in method, if they are not, they are unlikely to survive the demands made upon them by so swiftly changing an environment."

Clark Kerr has identified following types of roles of trade unions;

i) Role of trade union as an agent of the state, that is, a part of the national administration serving its policies, a weapon of social discipline as may be particularly seen in socialist countries;

ii) Role of partners in Social Control as in a formalised manner in Holland and West Germany and in an informal manner in Britain and Scandinavian countries;

iii) Role as sectional bargainers, such bargaining may be plantwise or industrywise;

iv) Role as class bargainers as in France where such bargaining takes place on behalf of a particular class (eg., Civil Servants, Agricultural Producers, Commercial Community etc.); and

v) Role as enemy of the system, sabotaging production, encouraging excessive consumption aspirations on the part of the worker (higher and higher wages or bonus) when society is generally in the process of disintegration.

The above classification may be of interest in the context of the dynamics of the trade union movement in India. Reviewing the position of trade unions in different countries, Ashok Mehta concluded that "the trade unions are now accepted as a progressive element in society to be consulted in shaping of public policy." He has suggested that the action of trade unions in the developing stages should be essentially persuasive and the union leaders should initiate a durable policy of constructive co-operation which may lead ultimately to heighten the prospective gains of the labour class. The planners in India have also emphasised that "there is need for a considerable readaptation in the outlook, functions and practices of trade unions to suit the conditions which have arisen and are emerging." It is believed that a trade union in the modern set-up has to find out a way between its responsibilities to the working class and to the community as a whole. The National Commission on Labour enumerated some social responsibilities of unions as "promotion of national integration, influencing the Socio-economic policies of the community through active participation in their formulation at various levels and instilling in their members a sense of responsibility towards industry and community." These responsibilities can be successfully discharged by the unions only when they have sufficient internal strength. The trade union leadership will, therefore, have to improve the range of their service and thereby discharge their new role, contrary to their traditional role as well as adopt the method of co-operation to meet the desired ends.

Trade unions in modern industrial countries perform two sets of functions: viz.,

- 1) Militant Functions and
- 2) Fraternal Functions.

The trade union is a militant organisation designed to fight for the cause of the workers. One of the main aims of the organisation of workers into trade union is to secure better conditions of work and employment. The trade unions try to fulfil this aim by the method of collective bargaining and negotiations and if they do not succeed in securing their purpose in this manner, they put up a fight with the employers for achieving their end in the form of strikes and boycotts. More recently, the trade unions have started making efforts to secure some share in the profits and also control of the industry.

Then, the trade union is also fraternal association, a benefit association, providing sickness and accident benefits to the members and supporting them during strikes and lockouts and during the period when they are temporarily out of work. Such financial help to the members is given by the trade unions out of their own funds created through subscriptions by members. Such functions are known as fraternal functions. The functions of trade unions may also broadly classified in the following heads, --



i) 'Intra-mural Activities' consisting of these functions of the unions which lead to the betterment of the employment conditions of the workers such as ensuring adequate wages through collective bargaining, negotiations, strikes, etc.;

ii) 'Extra-mural Activities' which consist of those activities which help the workers to maintain and improve their efficiency such as measures intended to foster a spirit of co-operation, promote friendly relations and diffuse education and culture among the members, as well as various other types of welfare measures;

iii) 'Political Activities' related with the formation of a labour party with a view to capture the government of the country concerned.

#### NEED OF STRONG TRADE UNION ORGANISATION:

The significance of the trade union activity and its utility to workers lie in its ability to improve the condition of employment. According to the theory of collective bargaining, the interests of employees can be best protected by the creation of strong trade unions having a bargaining power equal to that possessed by the management at the negotiating table. A strong trade union activity is, therefore, necessary to safeguard the interests of the workers and help in achieving the targets of production. If a trade union activity is not united and strong enough to achieve these objectives, the industrial structure to be built in India, on the basis of full fledged socialist democracy, would not have firm foundations and the state, in spite of its best ideals and designs, would find it difficult to assure the

fundamental rights to the working class.

Though there has been definite progress in the trade union movement in India in the last two decades, it is still in its formative stage. If industrial democracy is to work effectively, a strong and sound trade union activity has to be built up. Political rivalries, lack of financial resources, disunity among the ranks, multiplicity of trade unions and lack of bargaining power are the major deficiencies that affect the trade unions in the country. Many trade unions have lagged behind except a few powerful organisations which have developed certain traditions and maintained a high standard of efficiency and integrity.

It needs to be emphasised that a strong trade union movement cannot be built up safely on the basis of legislation. Legislation can only help in developing the setting which would give scope to efforts for improvement coming from within the movement itself. Unity in the movement can facilitate the achievement of their objectives. It is necessary for trade unions with different affiliations to come together on the basis of common package of programme covering common objectives, methods, and procedure.

All workers who believe in the democratic ideals of the trade union activities should, therefore, join hands to form a single central organisation to represent in an authoritative manner all their legitimate demands. If such a united body could be brought into existence, it would be to the everlasting benefit of workers and employers and, finally, ensure the maintenance of real industrial peace. With the increasing

participation of government in economic affairs, trade unions will find it more and more necessary to have a central body capable of presenting to government the point of view of labour as a whole on industrial labour policies. An attempt should, therefore, be made to unify the trade union movement in India.

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Source: V.V.Giri - Labour problems in Indian Industry.  
PP 44, 52 and 53

