

## CHAPTER - I

### GENERAL ANALYSIS REGARDING THE TRADE UNIONISM

Trade unionism is the result of growth of modern industrial establishments involving the employment of a large number of workers in conditions which make them helpless in bargaining individually for their terms of contract. In the advanced countries of the world, industrialisation has always been associated at some stages or the other, with the development of some types of organised activities. In the field of industry, when a man hires another man for wages the labour problem is said to have been born. In such cases there has been the relationship between these two persons i.e. employer and employee, and this relationship is governed by a tacit understanding between them about the terms and conditions of work, such as wages and allowances, workload, hours of work, benefits and other amenities.

#### 1.1 GENERAL MEANING OF TRADE UNIONISM :

Trade union is a reaction to the modern industrialisation process. In practice the industrialists that is employers exploit the worker for the purpose of making large and large profits. There are various methods of exploiting the workers, viz. to give low wages to the workers, to get work done for the longer period etc. But an individual worker can not

protect himself against these employers unless he forms an union for protecting interest regarding the wages, working conditions, other benefits and amenities, particularly any individual worker does not possess bargaining power.

The result is that, the trade unionism arise. Trade union is nothing but an organisation of workers, who come together for safeguarding their common interest. There are various definitions of the trade unionism given by different economists.

#### 1.2 DEFINITIONS OF TRADE UNION :

1. G.D.H.Cole defined a trade union as, a trade union means and 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.<sup>1</sup>
2. According to Cunniison, " A monopolistic competition 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."<sup>2</sup>

3. Sidney and Beatrice Webb :

"Trade union is a continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives."<sup>3</sup>

If we take into account the definitions we will find that there is difference between the trade union and association of employers and the professionals. That means the association of employers can not be included in the trade union, because trade unions are completely related to the terms and conditions of the work, wage rates, bonus and facilities, which are given to the workers, etc. On the other hand the employers' associations are concerned with other things e.g. influencing the terms of purchase of services in favour of their members and this is why there is a basic difference between the trade unions and association of employers.

1.3 THEORIES OF TRADE UNIONISM :

There are a number of ideologies regarding the trade unionism, trade unionism is affected by various political, economic and even social movements in the country. Various thinkers have expressed their views in respect of trade unionism ; Some of those are given below.

I) MARXIAN THEORY :

According to Marx, the origin of trade unionism is attributed to the growth of industrial capitalisation. In their communist Manifesto (1847) Marx and Fredric Engels stated that, "With the development of the industry, the proletariat not only increases in number it becomes concentrated in greater masses, its strength grows, and it feels, that strength, more collisions between individual workman and individual bourgeois take place more and more character of collisions between the two classes. There upon the workers begin to form combinations ( trade union) against bourgeois, they club together in order to keep up the rate of wages, they found permanent associations in order to make provision before-hand for these occasional revolts."<sup>4</sup>

As stated above the Marxian theory of trade unionism reveals that the trade unionism is based on the concept of class struggle between capitalist employers and their workers, capitalist employers class exploit their workers, in view of maximising more and more profits. As a result of this working class units in trade unions and then resists the employers on the ground of their common interests to get more wages. If the struggle continuous workers may overthrow the employers getting the ownership of the means of production not only this

by joining the labour party, the trade unions may capture the Government also, and this is the social revolution goal of trade union so according to Marxian theory the trade union is viewed as a revolutionary and political organisation.

II) GANDHIAN THEORY :

Mahatma Gandhi's Philosophy is based upon the Sarvodaya Principle, truth, non violence and trusteeship in which class harmony prevails. He contends that trade union is organised on the basis of capital and labour are supplementary to each other. Gandhiji was against the view of Karl Marx because Karl Marx emphasized the way of class struggle. Marx said that the workers should unite and fight against exploitative tendency of the capitalist employers. On the contrary, Gandhiji was in favour of the classes but he believed that, if the workers class came together, the resources will be mobilized on greater scale than the capitalist employer and they would be able to produce more.

According to Gandhiji trade unions can be moral in situation for the improvement of ethical behaviour upholding the dignity of labour, following the trusteeship ideals and principles of equality and equity.

### III) OTHER THEORIES :

A number of theories fall between these two theories of Marx and Gandhiji. These include industrial democracy theory, union control of industry or syndicalism theory, Trade Union as power of pressure group, counter valling the power of the employers, trade union as business organisation, trade union as functional organisation fulfilling the various needs of the workers. Environmental theory explaining the growth of trade unions consistent with environment, trade union as a psycholological reaction, trade union as the result of technological changes and trade union indicating the social relation involving the workers. All these theories assign some specific role of trade union organisations of workers.

#### 1.4 NEED FOR TRADE UNIONISM :

In the modern era, trade unionism has become important element, in the industrial relations. There are different causes of trade union.

The following reasons are responsible for the rise and growth of trade unionism.;

i) To safeguard the economic interest of the worker.

The primary purpose of trade union is to safeguard the economic interests of its members. One of the problems

in the life of workers is, how to provide sufficient food, clothing and shelter for himself and for the members of his family. To maintain the wages at reasonable rate etc. for these purpose workers join the trade union.<sup>5</sup>

ii) To increase the strength of Members :

The individual workers feel alone weak in the world of mass production and mass movement. An organisation may give opportunity to join others for the achievement of those objectives that they consider as socially desirable.<sup>6</sup>

iii) To maintain the standard of living :

An employee does not require only the bare necessities of existence but he also wants to obtain the amenities of civilised life e.g. better home more leisure, better conditions of work etc. All these things are the indicators of the standard of living of the workers, and to improve the standard of living it is essential to improve working conditions. But individual worker never improves these working and other conditions without organisation and that why they join the union.

iv) To face in critical period :

The workers help in the time of sickness accidents and

in the case of death protection to the family of the deceased worker. In unemployment situation workers need some financial support. If there is strong trade union they can get help from it.

v) To maintain proper industrial relations :

In modern era production processes are expanded on large scale where no personal relations exist between employer and employees. Trade unions can establish rapport with the management on behalf of the workers.

vi) Proper agency of the workers :

Trade union is a proper agency to settle conflicts between employers and employees and it is beneficial to the employers, to the employees, to the state and the public also. Because if we take into account the principles and functions of trade unions, we will find that these organisations are useful to both the parties.

1.5 SCOPE OF THE STUDY :

In Kolhapur District Ichalkaranji is the only centre where the majority of population of the city is from working class. Near about 60 to 65% people are workers. In the situation there is urgent need of trade unions. There are 11 trade unions in this town. Here I have studied only trade



union in textile industry in Ichalkaranji. They are affiliated to INTUC and CITU. It is attempted here to study the growth of number of workers, the growth of trade unions in respect of their membership, their functions, wage conditions of workers, settlement of labour disputes and the effects on health and living conditions of the workers.

#### 1.6 OBJECTIVES OF THE STUDY :

The main objectives of the case study are as follows :

- i) To study the growth of labour force in Ichalkaranji Town.
- ii) To study the present standard of living of the workers in Ichalkaranji Town.
- iii) To study the impact of trade unionism on the workers in respect of health, welfare, cultural, economic and educational aspects.
- iv) To study the comparative position of two major trade unions in Ichalkaranji.

#### 1.7 HYPOTHESIS :

The study presumes that the membership of the respective trade union is growing faster along with fast expansion of the activity of the trade unions. Trade unions have succeeded in improving the wage rates, working conditions and ultimately the standard of living of the workers in the Ichalkaranji Town.

1. METHODOLOGY :

This is a case study of two major trade unions in Ichalkaranji, relevant data is collected from the official records of the respective trade unions. Some of the data is collected by holding interview with trade union leaders and actual workers, and the data is analysed. The Dissertation is divided into Six chapters namely History of trade union movement in India, objectives and growth of trade unions, working of INTUC and CITU in Ichalkaranji, conclusions and suggestions.

REFERENCES

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- 6 Dr. T.N. Bhagoliwal : Economics of Labour and Industrial Relations, P.No. 207, Sahitya Bhavan, Agra, Ed. 1985.

*Ibid*