

CHAPTER V: TRADE UNION :INTRODUCTION:

The workers join the Trade Union which functions at their factories. The modern industrial establishment employs a large number of workers.

Individually, the workers are not able to complain their problems, so they organize themselves into a Trade Union. The primary duty of a trade union is to solve the worker's 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 union, the workers can organize themselves to improve their conditions.

5.1 Definition of a Trade Union:

Shri Sheth noted that " The trade unions are an essential ingredients of modern industrial society means sociological studies of trade unionism are as important as those of industrial organizations"¹.

On this background the present chapter deals with the trade unions in Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited, with reference to motivational analysis

of union membership, workers participation in union activities and their ideological orientation regarding union.

The trade union has been considered as, " a continuous association of wage earners for the purpose of maintaining and improving the conditions of their working lives².

In connection with trade unions, Shri Sheth remarks that " broadly speaking, while management is mainly interested in industrial efficiency and maximum of return on 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 representative of the workers interests³.

Thus the workers are organized in the trade union mainly for maintaining and improving conditions of their lives. The need of the trade union is mainly due to modern industrial establishments, 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 act passed in the year 1926. According to that Act, temporary or permanent, formed primarily for purpose of regulating relations between management and workers.

On this background the present chapter deals with the trade unions in the Dudhaganga Vedganga Sakhari Sakhar Karkhana, with reference to motivational analysis of union membership and worker's participation in the union activities.

The trade unions are organisations of workers. They protect their rights and improve their working conditions. They also seek to better living conditions by securing their natural rights. They often provide a forum for expression of their views on problems of society and politics.

5.2 PURPOSE OF TRADE UNION:

The primary purpose of the trade union as stated earlier is to safeguard the economic interests of the members of the union.

One of the big problem in the life of the workers is how to provide sufficient food, clothing and a house for himself, and for the members of his family. This is

the first and foremost a question of finding a job on a reasonable wage. To improve and maintain the wage at a reasonable standard is one of the important reasons for which a worker joins the trade union. Then, a worker does not only require the bare necessities of existence but he also wants to obtain the amenities of a civilized life e.g. a better home, more leisure, better conditions of work etc. The workers also join the trade unions, to a very extent, because they have interest such as these to promote. The trade unions arise due to this fact also that the workers require help in time of sickness or death, protection from suffering and want when they are out of job and an income of some kind when they are too old to work any more.

5.3 IMPORTANCE AND OBJECTIVES OF THE TRADE UNION:

The Government of India also has given importance to the association of workers, as " the workers right of association, organization and collective bargaining 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 system⁴. Thus the workers organize into trade unions as a means 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.

5.4 TRADE UNIONS IN DUDHAGANGA VEDGANGA SAHKARI

SAKHAR KARKHANA LTD., BIDRI: (Function):

The workers realized the necessity of forming their organization to protect their interests, particularly against the consequences of inflationary rise in prices.

In 1982-83, there were two trade unions working in the Dudhaganaga Vedganga Sahkari Sakhar Karkhana Ltd., Bidri. The names of these unions presented in the following table No.5.1.

TABLE NO.5.1

Trade Unions in Dudhaganga Vedganga Sahkari

Sakhar Karkhana Ltd., Bidri

Sr.No.

Name of the Union

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|----|--|
| 1. | Sakhar Kamgar Sabha. |
| 2. | Dudhaganga Vedganga Sahakari Sakhar Karkhana
Kamgar Sangh, INFUC. |
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The data shows that there was having two unions. One of which was working independently without having affiliation of the national level; and other was affiliated to the INTUC. S.K.S.Trade Union was established in the year 1964.

5.5 TRADE UNION MEMBERSHIP OF WORKERS:

The workers of Bidri joined the trade union in Dudhaganga Vedganga Sakhari Sakhar Karkhana Ltd., Bidri. The data is presented in Table No.5.2 regarding their membership of the union.

TABLE NO.5.2

Distribution of workers According to Their
Trade Union Membership

<u>Sr.No.</u>	<u>Trade Union's Members</u>	<u>No.of Respondent</u>	<u>%</u>	<u>Total</u>
1)	Yes	48	96 %	48
2)	No	2	4 %	2
		50	100 %	50

Dudhaganga Vedganga Sakhari Sakhar Karkhana was having two unions. From the above table it is quite evident that the majority of the workers had joined the union (96 %) workers had joined the union and (4 %) workers had not joined the union.

5.6 ATTAINENCY FOR UNION ACTIVITIES:

The majority of the workers were having membership of trade union. The question was asked to workers regarding, how many union meeting were being held in a year. The workers reported that there were five or more union's meeting in the year.

TABLE No.5.3

Distribution of Workers According to Their
Attainence of the Union Meetings in a year

Sr.No.	Attendance for Union Meeting	No.of Respon dents.	Percentage	Total
1)	Attendance for some Union meetings.	45	90 %	45
2)	Not attendance for Union meetings.	5	10 %	5

Majority of the workers (90 %) reported that they are attending some of the five or more union's meeting in the year. But only 10 % of the workers had not been attending the meetings.

Workers were attending of five or more union meetings in the year. The union tried to solve their problems. Some of the workers were keeping their problems in

union meeting; and other some of workers were not keeping their problems in union meeting, because of their problems were same.

The workers reported that there were five or more union meetings in the year, workers were keeping their problems in the union meeting. There are different types of problems were keeping in the meeting.

The data is presented in the following table No.5.4.

TABLE NO.5.4

Distribution of Workers According to Keeping their Problems in Union Meetings.

Sr.No.	Workers keeping their problems in Union meetings.	No.of Respondent	Percentage	Total
1)	Yes	34	68 %	34
2)	No	16	32 %	16
		50	100 %	50

The data shows that majority of the workers i.e. 68 % are keeping their problems in the meeting of the Union. As I had asked to workers, why did not keeping your problems in the union meeting. The remaining workers reported that

as their problems were same. They have not kept their problems before the meeting of the Union.

Trade unions in moder industrial countries perform two sets of function. The militant functions and fraternal functions. The trade union is a militant organization designed right for the cause of the workers. One of the main aims of the organization of workers into trade union is to secure better conditions of work. The trade unions try to fulfil this aim by the method of collective bargaining and hegotiations and if they dodot succeeded in securing their purpose in this manner, they put up a fight with management for achieving their end in the form of (Strikes '.

The workers of Dudhaganga Vedganga Sahakari Sakhar Karkhana Ltd., Birdi, had been on strike in October, 1983. The following table shows the analytical classification of members according to their participation in strikes.

TABLE NO.5.5

Distribution of Workers According to Participation in Strike

Sr.No.	Participation in Strike	No.of Respondent	Percentage	Total
1)	Yes	27	54 %	27
2)	No	23	46 %	23
		50	100 %	50

From this table it is clear that majority i.e. 54 % of the workers have participated in the strike because they had unity among themselves. Remaining i.e. 46 % of the workers are not taking part in strike. They were on strike because of following causes (1) Salary increase, (2) disappointment of promotion.

According to some workers reported that management had given increased salary and promotion and other facilities to workers, but not told how much increased the salary.

REFERENCES

1. Sheth, N.R., " Industrial Sociology: A Trend Report " in A survey research in Sociology and Anthrolopology, Vol.I, p.171.
2. Webb, Sidney and Beatrice: " The History of Trade Unionism ", p.1.
3. Sheth, N.R., ' Towards Industrial Democracy ', Economic and Political Weekly, Vol.XII, No.22, May, 28, 1977, p.37.
4. Government of India, Planning Commission, The First Five Year Plan, p.577.