

CHAPTER - II  
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ROLE OF TRADE UNIONS

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A) INTRODUCTION :

The trade unions are the organisations formed by working men and women both to improve the conditions of labour and to further the workers desire for a better life. The individual worker all alone feel specially weak in a world of mass-production and mass-movement. An organisation may give him an opportunity to join others for the achievement of those objectives that he considers as socially desirable. The primary purpose of trade union is to safe guard the economic interests of it's members. One of the problems in the life of workers is how to provide sufficient food, clothing and a home 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 wages at a reasonable standard is one of the important reasons for which a worker joins the trade union.

Worker does not only require the bare necessities of existance, but he also wants to obtain the amenities of civilized life e.g. better home, more leisure, better conditions of work etc. The workers need trade unions because they have interests such as these to promote or to defend. The need for trade unions arises due to the fact that the workers require help in time of sickness or death, protection from suffering and want when they are out of a job, and income of some kind when they are too old to work any more.

Further, there is another reason for the need of trade unions viz. need for adequate machinery for settling the relations between the employers and employees. In modern industry the old personal relationship between the employers and the workers largely disappeared. The worker may become dis-satisfied with his working conditions or the treatment of his employer, while the employer may feel that he has reason for complaint against the workers. With the growth of industry the number of such questions increased and it is much better to adjust these differences by agreement between the employers and employees through negotiations. Trade unions may conduct such negotiations on behalf of the workers. Thus, the trade union is the best and socially most desirable agency to conduct bargaining on behalf of workers and the development of collective bargaining between the employers and workers organisations, is an essential basis for the establishment of peace in industry. Trade unionism developed on proper lines lessens violent class conflicts and thus, is beneficial to the employers, the employees, the state and the public.

It is clear that no agency formed or promoted to look after the interests of the workers can be real substitute for trade unions. The organisation of workers is therefore not only necessary but also inevitable.<sup>1</sup>

**B) DEFINITION OF 'TRADE UNION', 'INDUSTRY' AND 'LABOUR' :**

Any discussion on trade unionism first requires a precise definition of the term 'trade union' because of the wide differences

in the use of the term in different countries.<sup>2</sup> It is rather difficult task to precisely define the trade union, because it is a complex institution having many dimensions, economic, social, political and psychological. However, a trade union has been defined variously in different countries by different authors. Some of the oft quoted definitions are :-

i) The Indian Trade Unions Act of 1926 (sec.2 B) defines a trade union as " any combination whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen and employers or between workmen and workmen or between employers and employers or for imposing restrictive conditions on the conduct of any trade or business and include any federation of two or more trade unions." <sup>3</sup>

ii) According to C.D.H.Cole - " a trade union means an association of workers in one or more professions - an association carried on mainly for the purpose of protecting and advancing the members economic interests in connection with their daily work." <sup>4</sup>

An examination of these definitions will show that different authors have defined a trade union in a different way. As there are differences in the structure objectives and methods of organisations, it is difficult to arrive at a specific definition which may cover all the distinguishing features.

Industry :

Industry is a part of business activity which refers to production of goods through utilisation of the available material resources. Production is a generic term embracing the whole series of human efforts leading to the generation of want satisfying potential in the shape of goods and services. Farms, factories, and mines make available a wide assortment of goods essential for catering to the needs and conveniences of the people. Growing crops on a farm, processing raw materials, manufacturing a finished product or fabrication of parts and components of a product and providing services are all grouped under the category of 'Industry'. Industry may be divided into five types - i) Genetic Industry ii) Extractive Industry iii) Manufacturing Industry iv) Construction Industry and v) Service Industry.<sup>5</sup>

Industrial Disputes Act of 1947 (sec. 2 j) defined industry as, " 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).

It makes no difference 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." <sup>6</sup>

### Labour :

The term labour is used in various senses. In economics, any work, whether manual or mental, which is undertaken for a monetary consideration is called labour. The terms, 'Labour', 'Labourer', 'Worker', 'Workman' and 'Employee' are practically synonymous in the discussions on labour problems meaning thereby wage labour which may be defined as workers who do not have any other 'adequate' source of livelihood except the sale of their labour power (i.e. capacity to work either physically or mentally) in return of which they get wages/salaries.

Thus, Labour today includes workers both of hand and head who work for others for a given payment in cash or kind. Therefore, highly trained or skilled technicians, supervisors, clerical and salaried staff are as much a part of Labour as the unskilled or semi-skilled manual workers.

Sometimes the term Labour is used in a very broad sense of total working force which includes all persons who work for a living and who do not or are not expected to work for a living such as, housewives, childrens, old persons etc. In this sense Labour is synonymous with human resources of any country.

According to Marshall A. " any exertion of mind or body undergone partly or wholly with a view to some good other than the pleasure derived directly from the work is called Labour".<sup>7</sup>

C) TRADE UNION MOVEMENT IN INDIA (BRIEF REVIEW) :

The Indian labour movement has very short history. But, it has crowded more experience and deeds of revolutionary heroism in to a few years of it's existence than any other labour movement into a period twice or thrice as long.

The growth and development of the labour movement and trade union movement in India, can be classified under six periods each of them revealing different tendencies.

1) Social Welfare Period (1875-1918) :

Trade union movement in India is closely linked with industrialisation. Modern industrialisation in India commenced with establishing first cotton mill in Bombay in 1851 and first jute mill in 1855 in Bengal.<sup>8</sup> It has created modern labour problems. The labour movement in India started in the year 1875, when labour problems came to be publicly discussed. Mr.S.S.Bengali started the agitation to draw the attention of the government towards bad working conditions of workers, especially women and children in Indian industries.<sup>9</sup>

This followed by the establishment of the "Bombay Mill-hands Association" in 1890 by Mr.N.M.Lokhande, a factory worker and the founder of organised Labour Movement in India. He started a journal known as 'Dinbandhu' to educate the workmen. In 1897, the Amalgamated society of railway servants of India and Burma was established and registered under the companies Act, followed by

'the Printers Union', Calcutta - 1905, Postal Union 1907, Kamgar Hitwardhak Sabha, 1909, and Social Service League, 1910. However, these were the loose organisations led by moderate social reformers. However, it paved the way to the birth of Indian trade union movement by publicising the labour problems and by creating a social welfare climate.<sup>10</sup>

ii) Early Trade Union Period (1918-1924) :

The immediate post war period (1918-1920) saw the birth of the Indian trade union movement. Large number of trade unions were organised after 1918. The 'Madras Labour Union' was the first modern type trade union in India, formed by Mr.B.P.Wadia, in 1918.<sup>11</sup> Altogether 17 new unions were formed between the end of 1917 and the end of 1919. 'The Textile Labour Association', Ahmedabad was formed in 1920 at the initiative of Mahatma Gandhi. The association of Mahatma Gandhi with Textile Labour Association was most significant development of this period. In the same year All India Trade Union Congress (AITUC) was setup to represent the interest of the workers and also to co-ordinate the efforts of the trade unions in the country. It gave great fillip to the rapid formation of trade unions through out the country. But it is estimated that 75% of the unions formed during the period died in the subsequent period when trade union activity was at low ebb.

iii) Leftwing Unionism Period (1924-1934) :

Towards the end of 1928, there was a split in the trade union movement on account of ideological differences and a new



organisation was formed in the name of 'All India Trade Union Federation (AITUF) which confused the labour community and resulted in the failure of many strikes. The AITUC was captured by communists. This period presented the picture of dis-unity.<sup>12</sup>

One of the significant development during this period was the enactment of the Trade Unions Act in 1926, which provided for voluntary registration and conferred certain rights, and privileges upon registered unions in return for certain obligations.

iv) Trade Unions Unity Period (1935-1938) :

The All India Railway mens Federation had taken initiative for the unity of trade unions. In 1935, the Red Trade Union Congress and in 1938, the National Trade Union Federation affiliated themselves with the AITUC. This was the healthy development in this period.<sup>13</sup>

v) Second World War Period (1939-1945) :

The second world war posed a serious question to Indian trade unionists. What should be the attitude of Indian workers towards the war ? Union leaders again split on this question. A new trade union was formed in the name of Indian Federation of Labour. Industrial unrest increased during the war. Government promulgated Defence of India Rules and prohibited strikes and lockouts. But, deteriorating economic conditions of workers made them conscious to be organised for the security. This gave fillip to the trade union movement.<sup>14</sup>

vi) Post Independence Period (1947 onwards) :

The deteriorating economic condition of the workers made them conscious of the need of organised efforts for securing the relief and there was a marked increase in the number of unions and the organised workers. Various political parties formed and took charge of various trade unions. In 1947, Indian National Trade Union Congress was formed and controlled by the Congress party. In 1948, Socialist party started another trade union Hind Mazdoor Sabha. In 1949, United Trade Union Congress was formed. Bhartiya Mazdoor Sangh was formed in 1955 with the emergence of Jansangh. Hind Mazdoor Panchayet was established in 1962 with the formation of S.S.P. Centre of Indian Trade Unions (CITU) was formed by the communist party (Marxist). UTUC - Lenin Sarani was formed with a split in UTUC and with a split in Indian National Congress and the formation of organisation congress, National Labour Organisation was formed. Today, all these organisations are working for the betterment of workers.

At present there are four central labour organisations namely - All India Trade Union Congress, Indian National Trade Union Congress, Hind Mazdoor Sabha and United Trade Union Congress controlled by Communists, Congress, Leftists and Socialists.<sup>15</sup>

D) ROLE OF TRADE UNIONS :

Trade unions help to establish sound industrial relations, a pre-condition of industrial growth. Industrial relations in

India are closely linked with the trade unions. Recent trends in the trade union movement have caused grave concern as far as the establishment of industrial harmony is concerned. Trade unions are one of the effective actors in industrial relations. It act as sectional bargainers, class bargainers, state agent, enemy of the system etc. and try to offer better wages, better welfare facilities to workers, better productivity to employers and through avoiding conflicts better industrial development of the nation. In short, trade unions play an important role in wage determination, in providing welfare facilities, economic development and productivity.

1) Role of Trade unions in wage determination :

i) Meaning of Wages :

The term wages has been defined as the price paid for the services rendered in the production by labour.<sup>16</sup>

According to Benham, "a wage may be defined as a sum of money paid under contract by an employer to a worker for services rendered".

It includes all the payments (allowances etc.) which are made to labour. Thus, the wages can be defined as all remunerations capable of being expressed in terms of money which would under the terms of contract of employment be payable to a person employed. But wages do not include travelling allowance, employers contribution to provident fund, gratuities payable on discharge

or the value of any housing accomodation or welfare services rendered to the workers by the employers.<sup>17</sup>

ii) Importance of wage problem :

Almost all labour problems revolve around the wages. The standard of living, economic well being of worker, his relative efficiency, labour cost - all pertain to this problem. Wages are often an important source of industrial disputes between the labour and capital. They are described as 'cash-nexus' that joins the employer to the employee. It is as such a complex and sensitive area of public money, conditioned by economic, social, political and ethical considerations.

The problem of wages has to be dealt with not only with great tact, imagination and some time with boldness, but it also requires a very close and careful study of all the information and data available, historical, economic as well as statistical in order to ensure a really scientific and helpful approach to the problem. Much of the success of management depends upon the accuracy with which wages are adjusted to the performance and requirements of workers.<sup>18</sup>

iii) (A) Role of Trade Unions :

A question whether the trade unions influence the general wages of a worker in a particular firm has led to a great difference of opinion and much theoretical discussion in the history of economic thought.

a) Classical view -

The classical economist thought that union could not raise wages permanently, because wages could not be raised only at the expense of profits and a fall in profits by reducing industrial activity would reduce demand for labour.

b) Modern view -

Modern economists agree that trade unions can have a great influence on wages. Trade unions can raise general wages by co-operating general economic forces, which make for an increase of wages. This can be done in two ways - (i) Trade unions, by improving the bargaining power, can raise wages upto the marginal productivity level. (ii) Trade unions can improve the marginal productivity itself and raise wages permanently. It can do this by increasing efficiency of the workers.

Trade unions can also increase the wages in a particular trade by restricting the supply of workers. Trade unions increase nominal as well as real wages of the workers by improving the conditions of the work and employment and also by forcing the employers to pay a share in profit in the form of bonus, dearness allowance etc. from time to time.<sup>19</sup>

(B) Role of Trade unions in Wage determination in India :

The trade unions control wages and the determination of dearness allowance according to the changes in the purchasing power of the worker has been pronounced, though it is far from

its true form. The state assistance and legislative safeguards provide a defence to the unions in their fight for an illegal discharge and reinstatement with compensation. It cannot be denied that unionisation with its impact upon wages has tended towards preventing the rate from being lowered, if not raised.

The labour protests in the cotton textile industry and railway's proved helpful in the establishment of the institution of D.A. to provide for a fluctuating cost of living and for the maintenance of morale and physical efficiency. The demand for higher wages and higher D.A. necessitated the establishment of conciliation and adjudication machinery. History lends support to this impact of unionisation on D.A., for instance, in the cotton industry in Bombay dearness allowance was first granted on the recommendations of the board of conciliation in December, 1939. It was the result of the demand and protest of the trade unions. The scale was revised in 1941 and linked with the living index.

In Kanpur the U.P. Government revised the scale in 1948. An amenity allowance was given to jute workers in Bengal in 1941 and grain concessions were allowed in 1944. In Punjab the tendency was to consolidate the basic pay with D.A.

However, it has been noted that there has been a steady and regular rise in the earnings of the workers from the year 1939-1973. The gradual increase in dearness allowance so much so that the dearness allowance got institutionalised and became

a fixed element in the total earnings. Hence, the impact of unions on wages is testimony of capable leadership, though collective bargaining could not have its full play on account of the rivalry prevailing among the unions. Negotiations are held between the two groups but bargaining is getting popular only seemingly, because, such negotiations have promoted a sense of responsibility and real partnership. The strong unions would have secured a much higher level of wages at the expense of the weaker sections of the working class.<sup>20</sup>

## 2) Role of Trade Unions in Labour Welfare :

The term 'welfare' suggests many ideas, meanings and connotations, such as the state of well being health, happiness, prosperity and the development of human resources. It is a desirable state of existence involving the physical, mental, moral and emotional well-being.

### 1) Definition :-

- (1) The Oxford dictionary defines welfare as "Efforts to make life worth living for workers".<sup>21</sup>
- (2) According to Labour Investigation Committee, " anything done for the intellectual, physical, moral and economic betterment of workers, whether by employers, by government or by other agencies over and above what is laid down by law or what is normally expected as a part of the contractual benefits for which the workers may have bargained." <sup>22</sup>

- (3) According to Dr. Panandikar, "work for improving the health, safety and general well-being and the industrial efficiency of the workers beyond the minimum standard laid down by labour legislation." <sup>23</sup>

From all above definitions, it is clear that none is complete and comprehensive. There is no precise, definitive outline or demarcation in this subject. However, any kind of voluntary service will come under the purview of Labour Welfare, if it aims at helping the worker to work better and in more congenial surroundings and also to live better in a more meaningful manner, physically, socially, economically and intellectually.<sup>24</sup>

#### ii) Classification :

The committee of experts on welfare facilities for industrial workers convened by ILO in 1963 had divided welfare services into two groups.

##### (a) Within the precincts of the establishment or intra-mural activities :-

According to the recommendation of ILO the welfare activities within the precincts of establishment includes -

- a) Latrines and urinal    b) Washing and bathing facilities
- c) Creches    d) Rest halts and canteens    e) Arrangement for drinking water    f) Arrangement for prevention of fatigue
- g) Health service including occupational safety    h) Administrative arrangement within the plant to look after welfare
- i) Uniform and protective clothing    j) Shifting allowance.



(b) Outside the establishment - Extra mural activities :-

According to the recommendations of ILO the welfare activities outside the establishment includes - a) Maternity benefits b) Social insurance measures including gratuity, pension, provident fund and rehabilitation c) Benevolent fund d) Medical facilities including programmes for physical fitness and efficiency, family planning and child welfare e) Education facilities including adult education f) Housing facilities g) Recreation facilities h) Holiday homes and leave and travel facilities i) Workers Co-operations j) Vocational training for the dependents of the workers k) Other programmes for the welfare of women, youth and children l) Transport to and from the place of work.<sup>25</sup>

iii) Importance of Labour Welfare :

The usefulness of welfare work in India cannot be over emphasised. Welfare activities influence the sentiment of the workers. When workers feels that the employers and the state are interested in their happiness, his tendency to grouse and grumble will steadily dis-appear. The development of such feeling paves the way for industrial peace.

Secondly, the provision of various welfare measures such as good housing, canteens, medical and sickness benefits etc. makes them realise that they have also some stake in the undertaking in which they are engaged and so they think thrice before

taking any reckless action which might prejudice the interest of undertaking.

Thirdly, welfare measures such as cheap food in canteens, free medical and educational facilities etc. indirectly increase the real income of the workers. If the workers go on strike they will be deprived of all these facilities. Hence, they try to avoid industrial disputes as far as possible.

Fourthly, welfare activities will reduce labour turnover and absenteeism and create permanent settled labour force by making service attractive to the labour.

Fifthly, welfare activities will go a long way to better the mental and moral health of workers by reducing the incidence of vices of industrialisation.

Lastly, welfare measures will improve the physique, intelligence, morality and standard of living of the workers which in turn, will improve their efficiency and productivity.<sup>26</sup>

Thus, the necessity of welfare work has been recognised by all, it is now considered as integral part of industrial management. The immediate need of the country is to increase the production, this can be achieved only by keeping the workers contented, and welfare activities can go a long way in this direction.

iv) Role of Trade Unions :

The trade unions can play an important role in the field of labour welfare. The British Trade Union Congress Delegation observed that, "welfare work, has its uses provided it is completely controlled by workers themselves," But in this country a few of them have undertaken welfare work on any considerable scale. The most important among these are the Textile Labour Association, Ahmedabad; the Railwaymen's Union, Mazdoor Sabha of Kanpur etc.

The contribution of the Textile Labour Association, Ahmedabad (TLA) in organising Labour Welfare activities has been very impressive. It's work has been described as a model in the field of labour welfare work.

According to the report of Welfare Committee 1969, popularly known as Malviya Committee, it spends 60 to 80 percent of its income on welfare activities. It has undertaken problems of slum areas with the help of 250 volunteers who were trained for this work, which covers the problem of community life as well. Seva Mandals for different localities were established and Mohalla Sahayata funds were started. A volunteer was incharge of each group of ten families. These volunteers, including 25 inspectors and lady workers, maintained day to day contact with the families in their jurisdiction and found out where they needed help. In this way the TLA, Ahmedabad was able to exercise a favourable influence on the families in regard to education, hygiene and sanitation, health, thrift and social habit etc.

In the field of education, the TLA has made outstanding contribution. When it was found that children in many localities were not receiving any education volunteers persuaded parents to send their children to school. It runs 3 day night schools, a residential boarding house for working class girls, 2 study homes for boys, 69 reading rooms and libraries, adult education classes and vocational training in tailoring and has offered scholarships as well. It has also established 27 physical and social centres and 14 gymnasias and maintains playgrounds. The number of children's centres which the TLA has established since 1955 amounts to 35.

A survey of 19 chawls revealed that many localities were unclean and sanitation in those areas was very poor. In these areas, the TLA, assisted families in keeping houses clean and attended to environmental sanitation.

At present TLA runs five dispensaries - one Allopathic, one Homeopathic, three Ayurvedic in different localities. It also maintains a maternity home.

With Janata Insurance Policies and other programmes to relieve workers from poverty and unemployment, the TLA encouraged small savings among the workers.

It has started workers co-operative bank to which area attached consumer societies, and also a number of workers housing co-operative societies.

It has built some tenements and given them to the workers on a hire purchase basis. It keeps anti-social elements under control and propagates prohibition. It organises prayers and film shows and the celebration of national days.

It provides legal help to the workers when they are involved in industrial disputes and trains them in trade unionism and citizenship.

It publishes the Majon Sandesh a bi-weekly paper. All these programmes, carried out at 12 predominantly labour residential areas have now resulted in the Ahmedabad urban community development programme.

Finally, the Malviya Committee report on welfare said that the following figures speak the creditability of the TLA's welfare activities. The association maintained 22 centres for training women in handicrafts, two study homes, 16 welfare centres for the children, 39 consumers co-operative stores, 59 co-operative credit societies, 193 housing societies among the working classes. Under the co-operative housing scheme the workers had constructed 1,089 houses during the year 1970-71.

In Indore, the Mill Mazdoor Union runs Labour Welfare Centres consisting of Bal, Kanya and Mahila Mandirs. It organises music, dances and social gatherings. In the Bal-Mandir, education is offered and games are organised. In the Kanya Mandir, importance is given to the elementary education, tailoring, knitting, spinning

training in hygiene and care of children. The Mahila Mandir also gives such lessons and training to women workers. Besides, night classes, a reading room a library are provided by the union. It also arranges indoor and outdoor games for workers.

The railmen union has organised co-operative societies. It has provided funds for contingencies like retirement, death, unemployment, sickness etc. It also provides funds for life insurance and legal defence.

The Mazdoor Sabha of Kanpur has also done some work in the field of labour welfare. It has maintained a reading room, a library and also a dispensary for workers. It organises social and cultural gatherings. It also organises indoor and outdoor games.

The Indian Federation of Labour has organised nearly 48 Labour Welfare Centres which undertakes different type of welfare activities. It organises social and cultural gatherings. It also organises indoor and outdoor games, medical, educational and recreational facilities through these centres.

Now other unions are also taking interest in this aspect of workers life outside the factory. The National Commission on Labour pointed out that educational and cultural programmes are increasingly becoming a part of the activities of well organised unions.

### 3) Role of Trade Unions In Productivity :

#### Introduction :

As a matter of fact, productivity is a 'subject surrounding considerable confusion'. Therefore, sometimes, productivity is referred to as an 'elusive concept'. It was in the beginning of the 20th century that Aftalion has complained that "productivity is one of those alas too frequent notions which owing to complexity and diversity of its component elements is a source of many confusions in economic literature".<sup>28</sup>

However, organisation of European Economic Community defines productivity as, "the ratio between the production of a given commodity measured by volume and one or more of the corresponding input factors, also measured by volume."<sup>29</sup>

International Labour Office has defined productivity as, "the ratio between output and one of the factors of input is generally known as productivity of the factor considered." Thus, productivity means the ratio between output and any of the factors of production - land, labour, capital and organisation.

ILO has defined the productivity of labour as "the ratio of output of the corresponding input of Labour."<sup>30</sup>

#### Role of Trade Unions :

Since the trade unions are the representatives of the workers, they can play an important role in enhancing productivity.

The management whether in public sector, in government machinery or private sector has to accept it's co-operation. Trade union is a bridge to maintain smooth and amicable relations between the two factors of production viz. labour force and the management. A trade union can contribute to enhance the productivity in various ways.

Trade unions exercise direct as well as indirect influence over workers. So they can easily undertake campaigns or conduct mass awareness programmes for the workers regarding how to improve productivity. They develop a philosophy of work, in order to foster a spirit of co-operation, diffuse education and develop a strong band of committed workers to enhance productivity.

A strong and ideal trade union can undertake numerous other programmes in consultation with the management. A practice of arranging regular meetings at shop floor level amongst workers and managers to understand the problems in production and how to overcome difficulties involved in boosting up production, saving of time, materials, labour etc. will be certainly very useful. It can also arrange for training and effective programmes for the improvement of efficiency of skilled and semi skilled workers.<sup>31</sup>

The trade unions can also play an effective role in achieving higher rate of productivity by maintaining industrial harmony which is a pre-requisite to higher productivity. Industrial harmony can be better secured if the workers are granted their



legitimate rights. The trade unions can secure all the things which are necessary for maintaining contented labour force. Thereby industrial peace can be secured, which in turn, provides a proper climate for achieving higher productivity.<sup>32</sup>

Electronic equipments and computers are now indispensable in every activity and department in every factory or institution. Computerisation has now gathered good momentum. So instead of mere opposition to coming computer revolution, it is in the interest of workers and trade union that they should understand and master this technique. A trade union should arrange awareness and training programme to give understanding to computer technology to it's members. This will be in the interest of the union and the management as well.<sup>33</sup>

Thus, it can be safely concluded that a significant progress can be made in achieving higher productivity in Indian industry, if the trade unions play their role effectively. However, there should a change of orientation of trade unionism - a change from the traditional protection consciousness to production consciousness.<sup>34</sup>

#### E) IT'S RELATION TO M.S.R.T.C. :

Like other organisations in M.S.R.T.C. also the maximum problems are mainly related to the wages, welfare facilities provided to workers and labour productivity. Trade unions in M.S.R.T.C. play an important role in wage determination, labour welfare and productivity.

Trade unions control wages and the determination of dearness allowance according to the changes in the purchasing power of the worker. History of labour settlements in M.S.R.T.C. has proved that they have achieved the present wages by improving their bargaining power. It is not only beneficial to workers but also to M.S.R.T.C. If the bargaining power of the trade unions is good, the workers can get reasonable wages which results in high morale of the workers. Morale of workers is closely linked with the output. Therefore, we can safely conclude that in M.S.R.T.C. also, trade unions are doing better for workers as well as management by sharing wage determination process.

As far as Labour Welfare in M.S.R.T.C. is concerned trade unions can play an important role like as Textile Labour Association, Ahmedabad. Labour Welfare facilities can be achieved from management or it can be organised by trade unions at their own. In M.S.R.T.C. trade unions have achieved these facilities by management and some unions provide certain facilities at their own.

In the field of productivity, being the representatives of workers, trade unions in M.S.R.T.C. can play an important role. The management of every concern has to get its co-operation. Trade unions in M.S.R.T.C. can do a lot in this field by conducting mass awareness programmes, arranging regular meetings. It can also

arrange for training and effective programmes for the improvement of efficiency of skilled and semiskilled workers. They can act as a change agent between management and workers. Finally trade unions can help in enhancing productivity by maintaining industrial harmony.

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