

Unit-2

TRADE UNIONISM

Trade Union →

A Labour Union or Trade union is an organisation of workers formed to promote or protect through collective action, the economic & social status of its members.

Objectives of Trade Unions

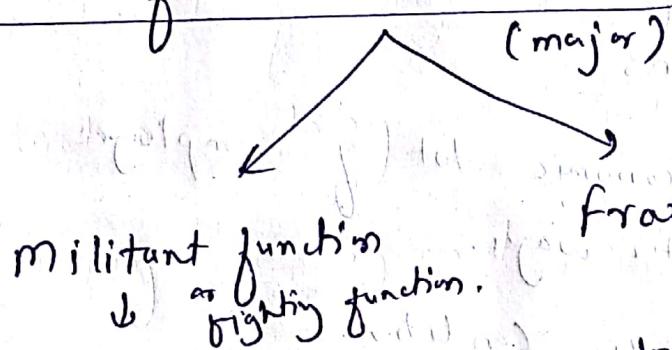
- 1) To Improve the economic lot of employee by securing for them better wage condition.
- 2) To Secure better working condition for the employee.
- 3) To Secure Bonus for the employee.
- 4) To resist schemes of reducing employment.
- 5) To protect the interests of employee by taking active participation in management.
- 6) To Secure organisational stability, growth & leadership.

Features of Trade Union

- 1) It is an organisation formed by workers.

- Profit
not for
- 2) It is formed on a continuous basis.
 - 3) It is formed to protect & promote all kind of interests - economic, social & political.
 - 4) It achieves its objective through collective action of group efforts.

Functions of Trade Unions



In this, set of activities performed by trade unions

leads to betterment of the

position of their members in relation to their employment.

→ The aim of such activities

is to ensure adequate wages, secure better condition of work of employment, get better treatment

from workers.

→ When the unions fails to accomplish

these aims, then by method of collective bargaining, then they put up a fight with management in form of strike, gherao etc.

In this, set of activities performed by trade unions aims at rendering help to its members in times of need, & improving their efficiency.

They extend financial help to their members when the latter are suffering from illness or when they meet with an accident.

- Another classification —
- 1) Intramural activities → It leads to the betterment of employment conditions such as adequate wages of salaries.
 - 2) Extramural activities → These activities help the employee to maintain & improve their efficiency & productivity. e.g. promote friendly relations.
 - 3) Political activities → This activity is related to political party which关心 interest matter working class.

- Importance of Trade Unions —
- 1) Protecting workers from management.
 - 2) To ensure healthy, safe & conducive working conditions for the workers by providing a desirable standard of living by providing various types of social services — health, housing, education, etc.
 - 3) Making the workers conscious of their right & duties.

(b) Functions Relating to Industrial Organisation

9)

- 1) making organisation as a joint enterprise b/w workers & management of promoting identity of interest.
- 2) maintaining discipline at the work place.
- 3) creating opportunity for workers participation in management.
- 4) Redressal of day-to-day grievances.

(c) Functions relating to Society

- 1) helping unorganised sector to organise itself.
- 2) creating public opinion favourable to government policies & plans.
- 3) participating in the development of programmes of national development. e.g. family planning, afforestation, national integration etc.

Motivation To Join Unions

- 1) Greater Bargaining Power
- 2) Makes their Voices Heard - The collective voice of the worker is heard by the management.

3) Minimise discriminations equality of treatment

to the workers.

4) Sense of security - effective way to secure adequate protective, various types of hazards, income insecurities such as accident, illness, unemployment etc.

5) Sense of participation -

6) Sense of Belongingness -

Methods of Trade Unions

1) Mutual Insurance → welfare activities like - medical aid, educational wans, cooperative society, credit facilities,

2) Method of Collective Bargaining

(Bargaining may be made at local level, industry & national level).

3) Method of (legal) enactment / Political action

4) Method of direct action - when the trade unions fails to achieve their goals by above method, then they resort to take direct action like strikes, agitao, etc.

Origin of Trade Unions

- 1) Hopelessly low wages
- 2) Long hours of work
- 3) Job Insecurity
- 4) No Social Security & welfare measures
- 5) Women & children are employed in the factory
- 6) Mass illiteracy.
- 7) Indifferent attitude of government
- 8) Unsympathetic public.

Structure of Trade Unions

Types of Trade Unions

- 1) Craft Union →
It is usually formed of workers belonging to the same craft, occupation or specialisation no matter in what industry or trade they happen to be employed.

Thus, electricians though working in diff. industries may form a union of electricians only.

merits of craft Unions

→ with their identical training of educational background these workers may soon develop similar perception & outlook of work.

2) Industrial Union

An industrial Union organises workers on basis of industry rather than craft.
If the entire labour force of a cotton textile factory decides to form union consisting of workers of diff. crafts, then the union is called Industrial Union.

3) General Union -

A general Union (Comprises) embraces all workers in its fold, whatever their Industry or craft may be.

Now, another aspect of Types of Union

in India which is related to their pattern

of relationship -

1) Local level federations → It holds

together the plant level unions at the local level in a particular industry.

2) Regional level federations →
(State)

3) National level federations

four imp. central organisations of workers in

India —

① The Indian National Trade Union Congress (INTUC) → settlement of disputes

② The All India Trade Union Congress (AITUC)
Serves as labour forum of communist party
of India at present.

③ The Hind Mazdoor Sabha (HMS)
It is organised with a view to keep its members
free from any political interference.

④ The United Trade Union Congress (UTUC)

⑤ Centre for Indian Trade Unions (CITU)

Problems & Weaknesses of Trade Unions

1) Union growth - as Trade union activities are concentrated in a few states & in bigger industrial centre mainly due to conc. of industy in those places.

2) low Membership -

3) Multiplicity of Unions - The existence of multiple unions in an establishment leads to intrunion rivalry (war).

4) Outside Leadership and outsiders like politicians, professionals provoke or dominate trade unions in camps.

5) financial Problem - fundig problem

6) Indifferent attitude of workers

Suggestion for strengthening of Trade Unions

(i) One Union in One Industry

(ii) Paid Union officials and no domination by outsiders

(iii) Development of leadership from within

It is also a crucial imp- that trade Unions are managed by workers themselves. Presently the U.L.I.L.

4) Recognition of Trade Unions.

5) Improvement of Union finance.

Registration of Trade Unions

- 1) The names, occupations & addresses of the members making application.
- 2) The name of the trade union of the address of its head office.
- 3) The titles, names, ages, addresses & occupations of the members of the trade union, having minimum of 10 members & the trade union has been existing for more than 1 year.
When a Trade Union has been established, a greater statement of assets and liabilities of the Trade Union is to be submitted to the registrar along with relevant documents.
- 4) The Name of Trade Union.
- 5) The object for which the trade union established.
- 6) The whole of the purpose for which the general funds of the trade union shall be applicable.
- 7) The maintenance of a list of the members of Trade Union of adequate facilities.
- 8) The payment of a subscription by members of the trade union which shall not be less than 25 paise per month per member.
- 9) The manner in which the rules shall be amended.
- 10) The manner in which the members of executive of trade union shall be appointed.

Legal status of a Registered Union

- A Trade Union enjoys the following advantages after registration.
- i) It becomes a body corporate.
- ii) It gets perpetual succession of a common seal.
- iii) It can acquire & hold both movable & immovable property.
- iv) It can enter into contract with others.
- v) It can use its general fund for certain specified purposes.

Difference b/w Registered & Unregistered Trade Union

- Rights & Privileges of Trade Union.
- Duties & Liabilities of a Trade Union.

Differences b/w Registered & Unregistered Trade Unions

Duties

Registered

Unregistered

- | A Registered Trade Union is a legal entity separate from its members. | It is not a legal entity separate from its members, so, it can't hold property, enter into contracts etc. |
|---|---|
| It can use its general fund for certain specified purposes. | It can ignore all these formalities. |
| It can create separate fund for political purposes. | |
| It can maintain books of accounts & list of members. | |
| A Trade Union is required to submit annually to the Registrar duly audited statements of receipts & expenditures. | |

Duties & Disabilities of a Trade Union

(1) charge of Registered office - If the address of the head office of a Trade Union is changed, notice in writing must be given to Registrar within fourteen days of change.

(2) Objects on which general funds be spent -

general funds spent on following - (section 15 provides general fund)

- (a) The payment of salaries, allowances, & expenses to office bearers of trade Union.
- (b) The payment of expenses for the administration of trade Union.
- (c) The compensation of members for loss arising out of trade dispute.
- (d) Allowances to members or their dependents on account of deaths, sickness, accidents etc.
- (e) The provision of education, social benefits for members.

(3) Political fund

Section 16 empowers a registered trade Union to create a Separate fund to be used for political purpose

4) Proportion of office-bearers to be connected with the industry

Not less than $\frac{1}{2}$ of the total no. of office-bearers of every registered trade union shall be persons actually engaged in industry with which the trade Union is connected.

5) Dissolution - Any Trade Union may be dissolved

- acc to the rules of the Union.
- Notice of dissolution must be given signed by the Secretary of seven members with 14 days of dissolution.

Action

Notice

Order

Notice

Order

Notice