

Study Of Trade Union In India : After 1990 Perspective

swami vivekanand
Research scholar

Abstract

In the 1990s, neoliberal reforms came under pressure from global competition and International financial institutions. Privatization, contract labor, anti-trade union environment, increase in number of multinational companies and employment nature and management practices radically changes create new problems for Indian labor and their unions.

Introduction:- what is trade unions? Its legal definition under trade union act in Great Britain in which Along with the trade union, the employer is also involved. But in a common understanding trade union means a labor union in which majority level of workers are employed. As an association, they mainly have aim to secure and broaden the economic interests related to the daily work of their members. Trade unions act as social police in a way that keeps the manager organized and keeps the wheel of the industries running. The first and main responsibility of all trade unions is the welfare of its members. Their main activity is collective bargaining on behalf of their members from managers, business groups and employers. Trade Union is an organization of wage earners who continuously work to improve their purpose & working life conditions. In the early decades of the 19th century, there were mainly three types of trade unions- craft union. Industrial union and common union. In a way, the union of trade union voluntary organization. The main purpose of these trade unions is to advance itself by strengthening democratic practices. The trade union as an institution doesn't challenge the class division established in the society, only is suppresses it. Trade union in itself can never be a good means to move towards socialism because it is connected with capitalism by its nature. In can only bargain within the society but cannot retaliate.

Origin and development of trade union in India:- The development of trade union took place in modern times when industrial working class and trade union movement emerged with capitalism, democracy and industrialization. The history of the rise and development of trade union in india is associated with the national movement . In 1890 the N.M. Lokhandi who were laborers established the “Bombay Mill-Hands Association” Which become the first labor organization in india. After that, Printers union were established in kolkatta in 1905 and postal union in Bombay in 1907. Whatever union and association formed between 1875 and 1918 were based on constitutional methods to solve their problems. A large number of industries developed during the first world war, with which there was a huge increase in the number of working class. First in April 1918, B.P. wadia formed the “Madras Labor union” in collaboration with the mill workers. Then in 1918, the “Textile Labor Association,” known as Mazdoor Mahajan . Then in October 2020, the first nationally organized labor union “All India Trade union congress (AITUC) was formed. The Indian Trade Union Bill was approved on 25th march 1926 . The Indian Trade Union Act, 1926 came into force from 1th june 1927 which later known as ‘Trade Union Act,1926. By 1930,scattered situation started to arise in AITUC.

In fact, the development of labor movement in india tells that the rise and development of labor union in general, in particular, demands political interpret- tation rather than social or cultural. The development of labor union depends mostly on the determination and support of the employers by the corperation of the employers and their tolerance towards the state. It neither indictes the development of any specific state of class consciousness nor does it foresee the emergence of socialism. The first major break in the labor movement took place in 1947 when the influence of the congress party came out of AITUC,it formed Indian National Trade Union congress (INTUC) After this, socialist and royist formed Hind Mazdoor sabha (HMS) in 1948 . The Bharatiya Mazdoor sangh (BMS) was formed in 1955 by the people of the jana sangh. In 1971 the Marxist Communist party

moved out of the AITUC and formed Centre of Indian Trade Unions(CITU).In total,more than 12 national trade unions exist today.

Activities of Trade Unions in India:- Trade unions are not only determined by economic development, but also by the structure under which they operate. Trade unions in developed countries act as a pressure group but are not part of the state structure while their rise and structural in the developing countries are quite different. State intervention in capital- labor relations has been an important reason for strengthening union- party relations. on the ground of behaviour Political and bureaucratic executive plays the most important role in the settlement of disputes. Union- Party important role here. If the union has relationship with the party sitting in power: the leadership of that union can benefit from its closeness with the government. It is often that the big leaders of the union are also the leaders of that party . Trade union ties with political parties produced unintended consequences for workers. He has lost his autonomous power to make decisions about policies and activities. It is shattered on a partisan basis . Its leaders could neither contain the aspirations of the workers nor were they in a position to replace the in- the- face changes in the industries, such as technological change.

Hypothesis:-

1. In today's changing global conditions, the rights of workers are protected and extended only by making the trade union legally – politically strong and strong.
2. Has the trade union movement weakened at the level of organization and ideology?
3. Was the trade union used by the state to weaken the struggles of the working class?
4. Trade unions work to expand and democratic space in state politics.

Central Question:- In changing political systems, economic and Industrial liberalization and Shrinking areas of labor movement, how

did intentions affect the union- Ideology, organization and political direction.

Scope of Study:- My research study of trade union working in industrial area because After the process of liberalization, the kind of change which has come in the industrial area, not only the violation of democratic rights of workers working in this field. On the political level, the status of the trade union which acts as a pressure group has also weakened its position. I study trade union organization structure, changes in legal and government policies due to liberalization and impact on trade union, change in political situation of the working class .

Methodology:- The research topic presented has been exploring the new concepts and facts through experimental study more than theoretical study. Invented field study, sample survey, reports states primary resources published by the department of labor has been studied. Interviews have also been taken with leaders of trade unions other secondary sources have also been used.

Relevance:- In the 90s, new economic policies started a new violation of labor rights as a result , the union's existence is in danger . In the idor, the courts gave some such decisions which denied the right of the workers to form their union. In the era of globalization, where the exploitation of workers by employers is increasing; there is a huge reduction in their rights to from unions. Recognition of a union is the basic aspect of its existence and power. Workers and their unions have been agitating for union recognition in industries . The fiery example of which is a strike by the Maruti Industry workers against the employer and manager for the formation of a union in Gurugram –manesar. The important question is that in this phase of production based development, the demand for new rights of the civil union should be for removed from its legally obtained rights.

Conclusion:- since the inception of the trade union in india, the influence of ideology increased due to which a lot of union organizations were reduced from one trade union. At the same time it aggravated the mutual struggle between the insub which further submerged the party's ideology by subverting the issue of the working class. Trade union have been only a tool for communists to advance Marxist ideology, for the nationals, freedom from British rule was the main objective of Trade union and the middle class used to do trade union politics with honesty. At the macro level, the main trade unions represent some political party that is why the question of independent union becomes the subject of intense debate in the history of the labor movement .

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