

Unit-III

Trade Union

"Trade Union" means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between 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 includes any federation of two or more Trade Unions

The Labour Movement in India

The industrialization took place from the 1850's in all advanced countries in the world.

This has come to India after the establishment of factories in the 1880's

The Labour Movement in India has passed through different stages of its development. The pattern of growth and character of the movement in different periods was shaped by the existing social, economic and political characteristics of each period.

In pre-independence period the movement took a political character, under the influence of nationalism. The labour movement played a vital role in the freedom movement.

During the early period of organising the workers for their welfare were made largely by social workers, mostly on humanitarian grounds. In 1875's, a few social reformers under the leadership of **Sorabjee Sorabjee Bengalee**, started an agitation in Bombay to draw the attention of the government to the appalling conditions of workers in factories, especially those of women and children.

Consequently, the Bombay Factory Commission was set up in 1875. The First Factories Act was passed in 1881.

Later in 1884, **Narayan Meghji Lokhandy** (N.M.Lokhandy) a factory worker who was the founder of the organised labour movement in India. He formed

Bombay Millhands Association in 1884. The year 1884 can legitimately be regarded as the beginning of the labour movement in India and Lokhandy was the “**First Trade Unionist**” of the country.

Lokhandy convened a mass meeting of about 10,000 workers in Bombay on April 21, 1890 and drew up a memorandum containing demands

1. A complete day of rest on every Saturday
2. Half an hour's rest at noon
3. Working hours no longer than 6.30 pm which should cease at sunset
4. The payment of wages not later than the 15th of the month
5. Payment to injured workers until they recovered together with suitable compensation, if they are permanently disabled.

In order to provide effective organization to the labourers: a weekly class newspaper ‘**Dinbandhu**’ was published by N.M.Lokhandy.

After 1890. A large number of labour associations were started in the country such as The Amalgamated Society of Railway Servants of India and Burma (1897), The Printers Union, Calcutta (1905), The Bombay Postal Union (1907). This period has been characterised as the social welfare period of our early trade union movement.

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The Outbreak of the World War I and the success of **the Russian Revolution of 1917** and the establishment of **the International Labour Organisation in 1919** were other important factors that contributed to the growth of Indian Trade Union movement during this period. Between 1919 and 1923, at Ahmadabad, Mahatma Gandhi and Anusayaben led Spinners and Weavers Union.

At this time the Congress Party formed the **All India Trade Union Congress (AITUC)** in 1920. Lala Lajpat Rai was elected the President of the AITUC and the Vice Presidents elected were C.F Andrews and Annie Besant. Among other eminent national leaders as Motilal Nehru, M.A.Jinnah, B.P. Wadia, Diwan Chamanlal and M.N.Joshi were elected advisers of AITUC.

However, the moderate element led by N.M.Joshi separated from the AITUC and formed the **All India Trade Union Federation** in 1929. There was another split when a section of communists led by Deshpande and B.T Ranadiv formed the **All India Red Trade Union Congress** in July 1931. On the line, the **Hindustan Mazdoor Sevak Sangh (HMSS)** was set up by the Gandhi Seva Sangh in 1937.

The World War II brought in tid wake several problems, While one section in the AITUC was in favour of the communist and dominated AITUC. Since their attempts Congress leaders felt the necessity to formed a new central trade union , **the Indian National Trade Union Cogress (INTUC)** was formed in May 1947.

Meanwhile, the socialists formed the **Hind Mazdoor Sabha (HMS)** in 1948. After independence , some other organisations of workers came into existence such as the **Bhartiya Mazdoor Sangh (BMS)** in 1955, the **Central of Indian Trade Union (CITU)** in 1970

In Tamil Nadu, the Madras Labour Union – the first union in India to be formed on systematic lines – was established by B.P.Wadia in 1919. Altogether 17 new union were formed between the end of 1917 and the end of 1919. Due to the agitation of workers in the Buckingham and Carnatica Mills, the mangement declared a lock out in 1920. Lot of eminent national leaders among communist and congress also lead the trade unions in the state such as Singhravalu, Chkari Chittiar, V.O. C and Thru .Vi. Ka.

Trade Unions Act, 1926,

An Act to provide for the registration of Trade Unions and in certain respects to define the law relating to registered Trade Unions

It is hereby enacted as follows:

- (1) This Act may be called the Trade Unions Act, 1926.
- (2) It extends to the whole of India.
- (3) It shall come into force on such date as the Central Government may, by notification in the Official Gazette.

- "**Trade Union**" means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between 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 includes any federation of two or more Trade Unions
- Any seven or more members of a Trade Union may, by subscribing their names to the rules of the Trade Union and by otherwise complying with the provisions of this Act with respect to registration, apply for registration of the Trade Union under this Act.
- "**registered Trade Union**" means a Trade Union registered under this Act;
 1. the name of the Trade Union;
 2. the whole of the objects for which the Trade Union has been established;
 3. the whole of the purposes for which the general funds of the Trade Union shall be applicable, all of which purposes shall be purposes to which such funds are lawfully applicable under this Act;
 4. the maintenance of a list of the members of the Trade Union
 5. "**registered office**" means that office of a Trade Union which is registered under this Act as the head office thereof;
- "**trade dispute**" means any dispute between employers and workmen or between workmen and workmen, or between employers and employers which is connected with the employment or non-employment, or the terms of employment or the conditions of labour, of any person, and "workmen" means all persons employed in trade or industry whether or not in the employment of the employer with whom the trade dispute arises;

The Central Trade Union Organisations

- the Congress Party formed the **All India Trade Union Congress (AITUC)** in 1920.
- the moderate element formed the **All India Trade Union Federation** in 1929.
- a section of communists led by Deshpande and B.T Ranadiv formed the **All India Red Trade Union Congress** in July 1931.
- On the line, the **Hindustan Mazdoor Sevak Sangh (HMSS)** was set up by the Gandhi Seva Sangh in 1937.

- After the World War II the AITUC was in favour of the communist and dominated AITUC. Since their attempts Congress leaders felt the necessity to form a new central trade union, **the Indian National Trade Union Congress (INTUC)** was formed in May 1947. And the AITUC control by Communist Party of India
- After independence, the socialists formed the **Hind Mazdoor Sabha (HMS)** in 1948.
- Jana Sangh organisations of workers came into existence such as the **Bhartiya Mazdoor Sangh (BMS)** in 1955.
- the Communist Party of India (Marxist) formed the **Central of Indian Trade Union (CITU)** in 1970

Employer's Organisations

- 1) The Bombay, Bengal and Ahmedabad Mill Owners Association (1875)
- 2) Confederation of Indian Industries (CII-1895)
- 3) Associated Chamber of Commerce and Industry of India (ASSOCHAM-1920)
- 4) Federation of Indian Chamber of Commerce and Industry (FICCI-1927)
- 5) The All India Organisation of Industrial Employers (AIOIE-1932)
- 6) The Employer's Federation of India (EPI-1933)
- 7) The All India Manufacturer's Organisation (AIMO-1941)
- 8) South India Mill Owners Association (SIMA-1956)
- 9) Coimbatore District Small Scale Industries Association (CODSSIA-1965)