

**ASSOCIATION OF TRADE UNIONS WITH POLITICAL PARTIES: A
STUDY OF THEIR CHALLENGES AND RESPONSIBILITIES**

Asstt.Prof.Anupam Mishra
Dept. of Management
Govt. Mohindra College, Patiala, Pb., India.

ABSTRACT

In the today's corporate world trade union is very essential for maintaining the cordial industrial relations. A physically powerful and constant union in each industrial enterprise is the requirement of the day. The weak union cannot represent their group of people or workers, the employers can easily ignore them. Large number of the strength of labor is associated and feels honored. Therefore, there must be well-built and constant unions in every enterprise to represent the mass of workers and negotiate with the management about the terms and conditions of service. Trade unions play an important role and are helpful in effective communication between the workers and the management. They give the recommendation and support to make sure that the variations of judgment or attitude does not turn into chief variances. These unions are mostly touch with the people at work and they play major role to protect their rights. Most popular trade unions in India are affiliated to certain political parties. The involvement of these parties to take the attention of the grievance party as to get the political growth. In that particular process problem remains the same only at political party get the highlighted. The political party with different agenda only keen to solve their issues and always tries to be in limelight and the real problem is always unsolved. Majority of the trade union leaders are political leaders as it is not in the favor of normal worker who is actually facing or having the real problems or difficulties. Making the trade union political is the matter of concern to well-built and constant trade union in India. The present study analyses the subject and confronts of trade unions because of politicization and put forward with some actions to conquer these challenges for pleasant industrial relation system.

Keywords: Trade Union, Politicization, Competition among trade union groups, Collective Bargaining .

Introduction:

The role of trade unions has changed drastically more than the past 30 years. Universal struggle, a growing trend in outsourcing, legal constraints, and employer sponsored forms of employee participation have joint in impulsive a significant fall in union membership and the coverage of collective bargaining. The coming decade promises to be equally challenging for the trade union movement. The paper concludes with a conversation of the future role of trade unions, focusing on the grouping or unionization of familiar sector human resources. Given the low levels of unionization in India (relative to comparable countries), and given that a large amount of workforce are employed in the informal sector (a trend which is likely to make stronger with the economic reforms currently underway), the trade union movement has to make a strong-minded endeavor to organize informal sector workers. This calls for intensive action on the part of the centralized trade union federations in alliance with other social movements and non-governmental organizations.

Mainly trade union is formed by the representative of the workers who generally make voice of the rest of the work force. If the Industry indulge the labor in some stumbling block or create barriers these unions come forward to solve their problems. They are voluntary links of workers created to encourage and to defend their interests by collective and joint actions or efforts and comprise an integral and fundamental part of the relationship between employers and the employed. They come together for collective bargaining with their owners or employers to make sure for the improved healthy relations of employee-employers, working conditions, fair wages, and security of job with in or out of the campus. They try to avoid agitation, defend against injustice and exploitation by their employers. Trade union is the requirement of the day to avoid strikes from the both sides so industrial peace is required. Trade union is the collective effort for the negotiations and bargaining between the both concerned parties. Through this process they make their industrial relations cordial and enhance the standard of living of employees in the society. The effect of changing economic conditions on the evolution of trade unions and bargaining institutions are described in largely urban labor markets in the post-independence period (1947 onwards). Then we consider some contemporary issues affecting the organized labor movement in India today.

History of Trade Union World Wide:

A trade union (British / Australian English / New Zealand English; also trades union), labor union (Canadian English) or labor union (American English) is an organization of workers who have come together to achieve common goals such as protecting the integrity of its trade, achieving higher pay and benefits such as health care and retirement, increasing the number of employees an employer assigns to complete the work, safety standards, and better working conditions. The origins of trade unions can be traced back to 18th century Britain, where the rapid expansion of industrial society then taking place, drew women, children, rural workers, and immigrants into the work force in large numbers and in new roles. This pool of unskilled and semi-skilled labor spontaneously organized in fits and starts throughout its beginnings and later be the part of development of trade unions. By the 1810s, the first labor organizations to bring together workers of conflicting occupations were formed. Possibly the first such union was the General Union of Trades, also known as the Philanthropic Society, founded in 1818 in Manchester. The concluding name was to hide the organization's real purpose in a time when trade unions were still illegal. More permanent trade unions were established from the 1850s, better resourced but often less essential. The London Trades Council was founded in 1860, and the Sheffield Outrages spurred the establishment of the Trades Union Congress in 1868, the first long-lived national trade union center. By this time, the existence and the demands of the trade unions were becoming accepted by liberal middle-class opinion.

The trade union, through its headship, negotiates with the employer on behalf of union members and negotiates labor contracts with employers. Since the publication of the *History of Trade Unionism* (1894) by Sidney and Beatrice Webb, The most common purpose of these associations or unions is "maintaining or improving the conditions of their employment". Trade unions play a significant role in directly shaping people's working lives in the industry as well as in the society. Originating in Europe, trade unions became popular in many countries during the Industrial Revolution. Trade unions may be composed of individual workers, professionals, past workers, students, apprentices and/or the unemployed. The trade unions want at nothing less than to avoid the decline of earnings below the level that is traditionally maintained in the various

branches of industry. That is to say, they wish to prevent the price of labour-power from falling below its value” (Capital VI, 1867, p. 1069).

Trade unions were finally legally recognized in 1871, after a *Royal Commission on Trade Unions* in 1867 agreed that the institution of the associations was to the advantage of both employers and employees. This period also saw the growth of trade unions in other industrializing countries, especially the United States, Germany and France.

A modern definition by the Australian Bureau of Statistics states that a trade union is "an organization consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members."

Recent historical research by Bob James in *Craft, Trade or Mystery* (2001) puts forward the view that trade unions are part of a broader movement of benefit societies, which includes medieval guilds, Freemasons, Odd fellows, friendly societies, and other fraternal organizations.

The 18th century economist Adam Smith noted the imbalance in the rights of workers in regards to owners (or "masters"). In *The Wealth of Nations*, Book I, chapter 8.

History of Trade Union in India:

Efforts towards categorizing the workers for their welfare were made, during the early period of industrial development by social workers, philanthropists and other religious leaders mostly on humanitarian grounds. The first Factories Act, 1881, was passed on the basis of the proposal of the Bombay Factory Commission, 1875. Due to the margins of the Act, the workers in Bombay Textile Industry under the leadership of N M Lokhande demanded reduced of hours of work, weekly rest days, mid-day recess and compensation for injuries. Bombay Mill owners' Association conceded the demand for weekly holiday. As a result, Lokhande established the first Workers' Union in India in 1890 in the name of Bombay Mill hands Association. A labor journal called "Dinbandhu" was also published.

Some of the important unions established during the period are: Amalgamated Society of Railway Servants of India and Burma (1897), Management the Printers Union, Calcutta (1905) and the Bombay Postal Union (1907), the Kamgar Hitavardhak Sabha (1910) and the Social

Service League (1910). But these unions were treated as ad hoc bodies and could not serve the purpose of trade unions.

The beginning of the Labor movement in the modest sense started after the outbreak of World War I in the country. Economic, political and social conditions of the day influenced the growth of trade union movement in India. Establishment of International Labor Organization in 1919 helped the formation of trade unions in the country. Madras Labor Union was formed on systematic lines in 1919. A number of trade unions were established between 1919 and 1923. Category wise unions, like Spinners' Union and Weavers' Union, came into existence in Ahmadabad under the inspiration of Mahatma Gandhi. These unions were later federated into an industrial union known as Ahmadabad Textile Labor Association. This union has been formed on systematic lines and has been functioning on sound lines based on the Gandhian Philosophy of mutual trust, collaboration and non-violence.

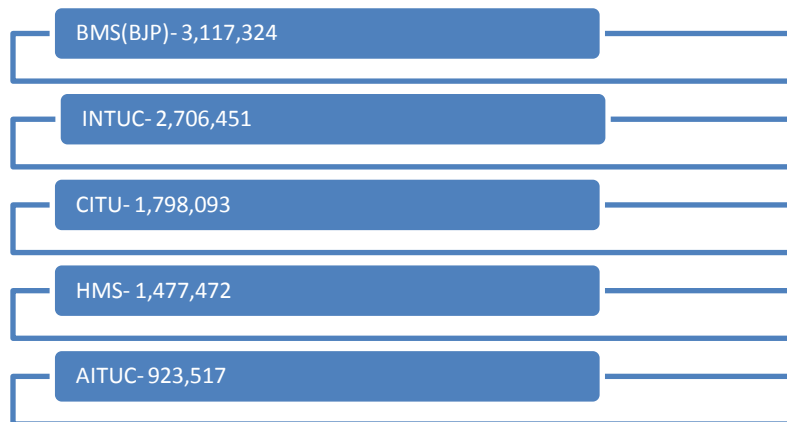
The Indian workforce consists of 430 million workers, growing 2% annually. The Indian labor markets consists of three sectors: The rural workers, who constitute about 60% of the organized sector, which employs 8% of the workforce. The urban informal sector (which includes the growing software and industry and other services, not included in the formal sector) which consist the rest 32% of the workforce.

During 2001 the labor movement celebrated 100 years of its existence in India. During the centenary celebrations, various labor leaders narrated in great length contributions made by them and the India Trade Union Movement [ITUM] in the freedom struggle of India. Numerous of them have, furthermore, been glorifying their contribution in securing trade union rights and other benefits for workers in the organized sector, However, if we look at the position realities show that in the years following India's independence, the ITUM membership has hang about stagnant, if not declining. Its activities have been more or less confined to the organized sector, more so to the public sector enterprises – from where over 70% of its membership is drawn.

The trade unions too are now trying to go through the unorganized sector. All the major CTUOs have specific programmes endeavored at enlisting membership of workers in the informal sector. There are some indications of workers being organized in beedi, construction, fisheries, forestry, home based workers, etc. industries. However, enrolling a worker as a member can't be a sufficient indicator of unions' functioning / effectiveness.

The most important year in the history of Indian Trade Union movement is 1920 when the All India Trade Union Congress (AITUC) was formed consequent upon the necessity of electing delegates for the International Labour Organisation (ILO). This is the first all India trade union in the country. The first meeting of the AITUC was held in October, 1920 at Bombay (now Mumbai) under the presidentship of Lala Lajpat Rai. The formation of AITUC led to the establishment of All India Railwaymen's Federation (AIRF) IN 1922. Many Company Railway Unions were affiliated to it. Signs of militant tendency and revolutionary ideas were apparent during this period.

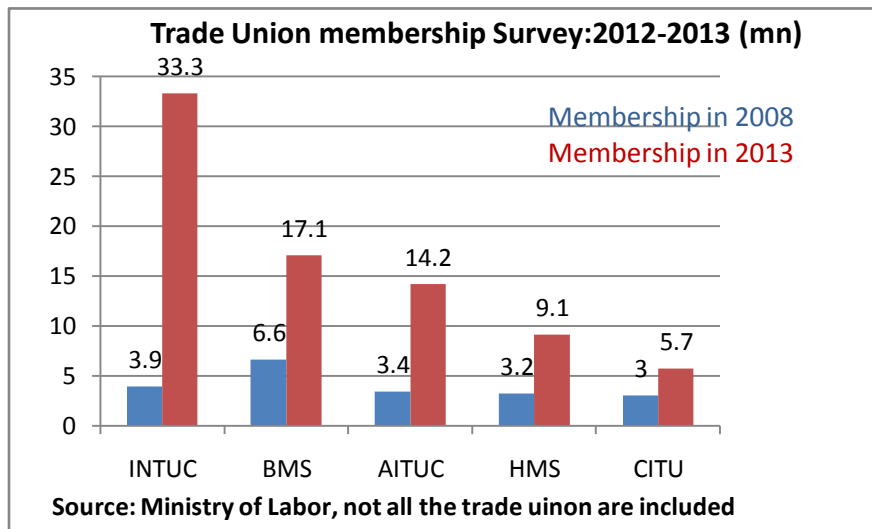
The latest verified figure on the membership of Central Trade Unions in December 1989 was declared in July 1994 by the Government of India. Accordingly five of the Central Trade Union Organizations [CTUO] have been accorded recognition of being national centers of trade unions. These are, the Bhartiya Majdor Sangh [BMS] having links with Bhartiya Janta Party [BJP] and with a verified membership of 3,117,324 tops the list followed by INTUC [2,706,451], CITU [1,798,093], HMS [1,477,472] and AITUC [923,517].



In addition there are a large number of non-affiliated / independent unions functional particularly in the unorganized sector and private / joint venture companies. Then there are other forms of workers organizations, such as *Morcha*, labor cooperatives, NGOs, etc. performing the role of promoting workers welfare.

Early data emerging from the ongoing survey of trade unions in India have revealed they are growing by leaps and bounds from what they were five years ago, contrary to popular belief they are losing their sheen and diminishing by size with the rapid contractualisation of labor.

Going by data from various trade unions, submitted by them to the union labor ministry as part of the survey, the Indian National Trade Union Congress (INTUC), affiliated to the Congress party, has emerged as the biggest of the seven central trade unions, with a membership of 33.3 million. This is against its earlier size of a mere 3.9 million.



Employee’s influence, demonstration and Politicization:

In the recent time employee is much more aware of their rights and they know how to make a move. Sometimes it seems to be very unfair to the employers to justify with them. In terms of the “monopoly” versus the “collective voice” structure, the early years after independence witnessed the state acting as the ‘collective voice’ of employees for the reason of speedy industrialization with minimum industrial conflict. In so doing, the state minimized the prospective “monopoly” effects, wages and working conditions were managed rather than decided through collective discussions in the public sector. Trade unions have a very good record indeed in this respect, particularly in the industrialized countries during the last century. First the creation of welfare states, of welfare mechanisms and safety nets, and more recently the process of reshaping of the public social agenda have provided ample evidence of the wider societal roles which trade unions have played in a sizeable number of industrialized countries over a long time span. It is obvious that political associations of trade unions have become more or less universal although

the nature and extent of the connection among trade unions and political parties vary from country to country.

In India the Trade Union movement is generally divided on political lines. According to provisional statistics from the Ministry of Labor, trade unions had a combined membership of 50,97,366 in 2010. As of 2008, there are 14 Central Trade Union Organizations (CTUO) recognized by the Ministry of Labor.

Political parties' command over trade unions has basis considerable injure to trade union unity as well as to the influence of the working class. As the INTUC has pointed out, "the control of some political parties over their union organizations is so strong that they have to function according to the dictates of such political parties. ...The efforts taken by the INTUC in the past to bring about a united trade union movement have not been successful so far." (INTUC: op. cit., 21-24 Oct. 2005, p. 1)

The strong knot between political parties and trade unions, especially at the state level, sometimes hinder the unions from taking their own attitude or industrial action that may embarrass their affiliated political party. (K. Sankaran: op. cit., 2007, pp. 1-3)

The mount of regional political parties in the past decade has resulted in additional separation of trade unions and an increase in pressure between the central and state governments on industrial relations issues. (M. Sengupta: op. cit., 2008, p. 987.)

Before the Government's liberalization policy of 1991, trade unions expanded many of their opportunities via. their political and judicial connections rather than by market pressure like with strikes and collective bargaining.

In highly developed capitalist societies, trade unions of the whole country are linked up with a solitary political party through their solitary central organization, while the largest democratic country like India, trade unions are tied up with too many political parties which has got different philosophies. In the previous case all trade unions within the country gather together under one umbrella and for that matter the country's working class remains united. Their political divisions are hardly indulge. But in the latter case the picture is different (Taher, 1996). Trade unions have to play an outstanding role in these countries during their lobby group for independence vis-a vis anti-autocratic movement, thereby making the same position of people act both as leaders of trade unions and as those of political parties. In most cases a trade union leader and a politician

was one and the same person. So an inter-locking of the nationalist and the labor movement becomes predictable in almost all the underdeveloped countries like ours.

Multi unionism and political exploitation portrayed the labor movement in India and the Indian trade unions serves as an mechanism of exploitation by competing political parties [Ralph James, 1958]. Behaviors of political parties among industrial workers went on mounting since then and the workers experienced political pulls in all directions. Industrial belts became theatre of war of political parties. The workers, who had once battled together against their common enemies, started fighting each other. Trade union leaders became influential in making disorder on behalf of their parent organization, i.e. political party. India experienced serious labor disruptive behavior and inter-union competition after its independence. Clashes between supporters of the ruling party and other opponent unions were widespread in Bangladesh (Islam, 1983). In spite of politicization of trade unions, in terms of economic benefits and labor welfare facilities, the position of workers is perhaps no better or even worse than that existing at the time of adopting the first labor policy since 1972 (Khan, 1986). Trade unions provide the grass-roots base for the forthcoming political leaders and a predict of trade union leadership career tends to have a pay-off in the political field and several trade union leaders are engaging high political positions in the country [C.P.Thakur, 1976]. Trade unions, worldwide, are experiencing difficulties on many counts in general and retention of quality membership in particular. There has been substantial erosion both in membership as well as bargaining power of unions [D.K.Srivastava, 2006]

In the words of the Industrial Relations Ordinance, 1969, "trade union means any combination of workmen or employers formed primarily for the purpose of regulating the relations between workmen and employers or workmen and workmen or employers and employers for imposing restrictive conditions on the conduct of any trade or business and includes a federation of two or more trade unions [Section 2(16)]".

In West Bengal Marxist unions are in the state of help to the employers in opposition to the worker's interest to facilitate the politicians to demonstrate a good record of economic and industrial performance [Ramaswamy 1988].

Some of the unions in western countries, facing problems of decreasing association and societal reception have instigate to imagine new meanings in the areas of community welfare and evils in the surroundings [Brecher and Costelo 1990, Craft 1990].

A survey in UK is the indication of constantly shows that union members provide details lower levels of job satisfaction than non-union workers [David E.Guest & Neil Conway 2004].

In post-communist Hungary Politicization of the senior civil service has more in frequent with the communist past than with the established modes of politicization in Western democracies [Jan-Hinrik, 2008].

In Italy there has always been highly distinguished in their vision of union politics and it is the politically applicable behavior of union leaders that is more important than the attitudes of the rank and file in shaping union communication with the political sphere [Miriam A. Golden 1990].

In Japan Union membership has no effect on their employees' job satisfaction, but that there is some depressing impact on company obligations [James R Lincoln, Joan N Boothe 1993].

Trade unions are not exactly the industrial organizations in the present scenario of India. They are self centered, insecurely unite protest commissions with pathetic composition and sometimes they are very offended with the situations of decision making and talk to the management at the time of crisis with suitable help by administration, political parties and by the government. Funding and manpower-wise, they are exceptionally weedy and in its place of join together, they arc splinter. Labor unions are only enjoying the position , they are avoid the crucial situations and hardly bothers or concerned with the true aspect of unionism. These unions enjoy the vested interests in the "fruits of backwardness" which has dominated the attitude of almost all the political parties in the country. (S R Mohandas, 1990)

Basics and objectives of the study:

Review of literature discloses that the topic trade union issues and challenges exist in every nation and may vary from country to country. In India, particularly in metro cities are highly political oriented administration and backward area with respect to development, is not free from politicization of trade unions. It is expected that the present research findings will add new knowledge to the existing literature on the subject which may benefit the industrial relation system in India. In the above context, the primary aim of this study is to examine the politicization of the trade unions and its impact on industrial relations with reference to small areas.

This paper has four objectives:

- To present the recent scenario of trade union with the reason to join unions.
- To study the satisfaction level of workers from welfare activities facilitated by trade union;
- To study the strong and challenging factors that maintain the healthy relations and also make out the association between political links of trade unions and their adverse effect on their industrial relation.
- To advise the measures improve trade union movements in industry by justifying the related challenges.

Methodology to pursue the research:

A structured interview schedule was prepared for the purpose of collecting the data. The study was conducted in the industrial areas of local industries of small town. The factors of the study were drawn out from the related studies and the statements of the schedule were framed representing the factors. These were given shape in consultation with the field experts. The survey was preceded by a direct study, conducted by interviewing a sample of 30 respondents. The Likert scale is used for this survey research. It is often used to measure respondents' attitudes by asking the extent to which they agree or disagree with a particular question or statement. A typical scale might be "strongly agree, agree, not sure/undecided, disagree, strongly disagree." On the surface, survey data using the Likert scale may seem easy to analyze. A questionnaire was prepared in the light of the objectives of the study. In addition to this, different research findings on trade unionism were used as secondary sources. Moreover, various published materials have been taken into consideration for developing the theoretical framework of the study.

Collection of Data

For collecting the data the respondents were contacted individually and given a brief description about the nature and purpose of the study. For the convenience of the respondents, various statements in the Questionnaire was made so that the respondents could give their response with simplicity.

Frequently asked for Motives to joining the Trade Unions:

- Safeguard against unfair treatment
- Protect & encourage workers interest
- Decent compensation
- Establishing genuine rights
- Resolve industrial grievances
- Job security
- Provide quality of work
- Management participation
- Minimize discrimination
- Safeguard against unfair treatment
- Protect & encourage workers interest
- Decent compensation
- Establishing genuine rights
- Resolve industrial grievances
- Collective bargaining
- Job security
- Provide quality of work
- Management participation
- After job security

Rank preferences to the **Manager –Worker- Trade unions** are different, because the major preferences are:

- **Decent compensation,**
- **Collective bargaining**
- **Genuine rights and**
- **Resolve differences or grievances among them.**

Satisfaction Level of Workers regarding Functioning of Trade Union:

Employees feel secure in the shade of Trade Union because the main agenda to minimize the working time, provide sufficient atmosphere of work, compensations etc. are to be full filled and more over they prefer collective bargaining for their rights. Approximately half of the lot is satisfied with the functioning and rest of them are not or may be not connected with these kind of activities.

Opinion about the Affiliation of Trade Union with Political Parties:

Affiliation of trade unions with the political parties there are the mix answers that some felt that these unions should go for that approximately 30% lot is in the favor.

It is related that joining trade union is necessary for various reasons but at the same time majority of the respondents have the opinion of the functions of trade unions not much satisfactory and majority of the managers and employees are opposing affiliation of trade unions with political parties. In the case of denying these kind of affiliations are up to 55%, they felt that this is only for the cream workers and the vast lot of workers are away from the advantages. So they thought this is only for creating mess or for the sake of political parties itself. For those workers who are not concern about these affiliations or unionisms are 15%. Here for analysis politicization of trade union is kept an independent variable and various issues of trade union activities as a dependent variable.

Uneven Growth of Trade Unions

As per the information available , number of registered trade unions have increased by about 31% in the ten years duration (i.e. 1999-2008) to 84,642 registered unions. However compared to 2007 the number declined by about 12 per cent and the average membership per union declined from 1063 in 2007 to 986 in 2008. Out of the registered trade unions , only 9709 unions(11.47 per cent) have submitted returns during 2008 and amongst the States/UT's, the information has been furnished only by 13 states/UT's while Out of total registered trade unions 18602, only 2937 unions (i.e.15.8 per cent) submitted their returns for the year 2010. The average membership per union was 1735 in 2010. On the basis of available information for 2008 , Tamil Nadu accounted for the largest number of registered trade unions (8,793) followed by Rajasthan (4,593). Out of the total of 27,137 registered unions in the 13 reporting states , as many as 27,063 unions (99.73 percent) were Workers Unions and remaining 74 (0.27 percent) were Employer Unions. However, Only 12 States/Union Territories have submitted returns during the year 2010. Among these States/Union Territories, Kerala accounted for the largest number of registered trade unions (12030) followed by Punjab (2714). Out of the total of 18602 registered unions, as many as 18546 unions (99.7 per cent) were of Workers Unions and remaining 56 (0.3 per cent) were of Employers' Unions.

Diversity of unions:

The third phase began with the emergence of Independent India (1947). The partition of country affected the trade union movement particularly Bengal & Punjab. The All India Trade Union Congress (AITUC) was the only trade union federation in India which was formed in 1920. By 1949, four central trade union organizations were functioning in the country :

- The All India Trade Union Congress
- The Indian National Trade Union Congress
- The Hindu Mazdoor Sang
- The United Trade Union Congress

STU holds 85 percent of the total trade union membership which are affiliated to Major political parties [Dynamics of IR,Himalaya publishing House].

Single trade union is good for the organization and the society, if it diverse through many groups it will ruin the harmony and peace of the society. As a result variety of union is not fair for the growth of trade union movement operating in India.

Inter-Union competition:

Political parties have strong sources to established their own trade unions with the objective of dispersion of their political powers. This create improper and unhealthy environment with the growth of trade unions. They develop inter union competition and prolong for many times. They always try to let them down through their messy activities and to full fill more they become the part of politic parties.

Though from these activities normal worker remains unhappy and still in the same positions. So they only want to take the effective actions as required. There are more required factors that make it necessary to link up with political parties:

- Financial weakness
- Absence of strong collective bargaining process
- Sense of belongingness
- Arrange manpower
- Raise the status of union

Changing Attitude of Trade Union Leaders

Attitude of trade union leader is an important factor for superior relationship among the parties of industrial relations. Dependable attitude is better which should be approved by various parties in the industrial relations. On the other hand, changing attitude from trade union leaders will definitely damage the confidence between management and trade union leaders which has got straight influence on pleasant industrial relations. If any trade union is connected with the political party then they play the safe game at least they should think for the actual workers who work for the enterprise continuously.

These unions and political parties are linked and should not affect the actual situation in which the real labor exists.

Fiscal weakness:

Workers are aware of their rights and know how to approach to the union when needed but they do not have sufficient money to donate towards to their group or trade union membership fees, except when necessary. Numerous workers feel the service of their union is not worth paying for. So in the absence sufficient money or fund they are not able to them fully. One of the reason of financial weakness of these unions are the prevailing competition in the economy by the politicization process. So each and every worker has to pay some kind of accumulate amount to full fill the needs of trade unions. So because in the lack of money when these trade unions associated with some political parties large amount of money is being used for the welfare of political parties, so workers hesitate to involve their selves in these activities and result is less money encourage from the worker's side. On this basis it is concluded that financial weakness and politicization of trade unions are to some extent associated in this region which directly affects the strengthening of trade unions and warm industrial relation structure.

Pathetic Collective Bargaining Procedure:

Collective bargaining process is that through the workers put their demands in front of the employers and come with the result from both sides. It is very essential to protect and safeguard the employee's interest. Collective bargaining is always differ from union to union, so it may be

weaken from industry to industry due to the non cooperation among the trade unions. It is confirmed that weak collective bargaining process and politicization of trade unions are highly linked in this region as it directly influenced the strengthening of trade unions and the cordial industrial relation system.

Don't forget the responsibilities of TU towards the Workers:

The members of TU should not forget that they are in group and without group they are nothing because unity comes with the dedication and timely proper help. So they do not forget their rights and responsibilities:

- Protest & take industrial action
- Recruit new members
- Consultation about changes in work practice
- Participation in election
- Negotiate on their members behalf Participation in Industrial action
- Listen to work with in law
- Keep their members informed
- Not pressurize non members to join
- Report problem to representatives
- Vote in election
- Act within the law when taking part in action

Concluding observations and implications for enhancement:

The most important and required condition for the healthy industrial relation process is well-built and progressive labor movement which may help to improve and encourage the structure of labor without harming the interest of the management. In unionism there is contribution and responsibility and boost worker to produce more , influence the management to pay more , assemble public opinion on important labor issues and assist the government to pass progressive labor laws. In the above study politicization of is the major issue and the obstacle for the growth of strong and stable trade unions which in turn is an essential part of cordial industrial relations.

It is not possible to remove this obstacle immediately, it needs some mechanism. Based on the study the following suggestions and proposals are for the improvements in the industry relation climate in the industry.

This is the need of the day is that there that there should be some strong backing for the stability of these unions, if there is interference of third party like political party it could be more drastic to control the situation, rather they resolve the issues on their bases, so sincere attention should be on the friendly industrial relations.

Better legal environment should be provided to the trade union, so that give the straight and absolute solutions.

Agreements among trade unions and political parties should be formed and government should take initiative to formulate strategy to ensure common objective to safeguard workers' as well as employers' interest.

It is sensible to have less number of trade unions and more number of members, presence of trade union leaders in the factory premises or industrial areas themselves, ensuring the execution of more welfare activities to enhance the self-reliance of the members of unions, developing an attitude of harmony to all issues among all concerned, etc. are some other measures that are suggested for the mutual benefit of all stakeholders related to industrial relations. Naturally, this situation demands co-operation among political parties, building mutual trust among the members and leaders of trade unions, and ensuring cordial relations of both the above groups with the management.

Finally, trade unions can only gain by cooperating and working together. Perhaps the new millennium will witness a series of mergers leading to a united and independent labour movement.

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Abbreviation:

AIRF : All India Railwaymen's Federation
AITUC : All India Trade Union Congress
BJP : Bhartiya Janta Party
BMS : Bhartiya Majdor Sangh
CITU : Centre of Indian Trade Unions
CTUO : Central Trade Union Organizations
HMS : Hind Mazdoor Sabha
ILO : International Labor Organization
INTUC : Indian National Trade Union Congress
ITUM : India Trade Union Movement
UTUC : United Trade Union Congress