behind this is the conflicting interests of employer and workers. The main motive of employer is the profit maximisation while the workers want maximisation of wage and salary. With change in time, there is shift in causes of disputes. For instance, before liberalisation, the main reason behind dispute was the demand for wage hike, but after liberalisation, disputes occur for recognition of trade union, betterment of service condition etc. Thus, the cause of dispute is influenced by external factors. The reason of industrial disputes can be broadly categorised into three categories: a) economic causes, b) management causes and c) political causes. The economic causes focus on wage and salary hike, allowances, retrenchment of employees etc. The managerial causes include issues like anti-labour behaviour of employers, overload, over work pressures on employees etc. The political causes are external in nature which is based mainly on political interest and agenda of political party in power. The following are some common causes of industrial disputes in India: -

- **Demand for higher wage and allowances:** The most striking cause of industrial dispute in India has been the demand for higher wages and allowances. Though the price level increases very rapidly, the increase in wage doesn't cope with the price. Thus, the increase in wage is slow.
- **Demand for bonus:** Demand for bonus is another common reason behind industrial disputes in India. Workers demand to increase their share in profits of the industry but the employers do not accept this, which results in industrial disputes among employers and employees.
- **Demand for betterment of working conditions:** With the increasing pace of globalisation, there is upliftment attitude of Indian workers which demands more conducive environment to work with. Thus, the demand for betterment of working condition is another vibrant reason of industrial disputes in India.
- **Personnel and retrenchment:** Among the causes of industrial

- **REGE COMMITTEE:** Labour Investigation Committee (also known as Rege Committee) is a committee for the development of Labour Welfare in India. The formation of Rege Committee was the second most significant in India for development of labourers. It investigated the matter of employment, wages, housing safety, education, social conditions of labour and other welfare measures in details.
- The first National Commission on Labour was set up on 24th December 1966 under the Chairmanship of P.B. Gajendragadkar. The Commission submitted its report in August, 1969 after detailed examination of all aspects of labour problems, both in the organised and unorganised sectors.
- The second National Commission on Labour (NCL) was set up on 15th October 1999 under the chairmanship of Ravindra Varma which submitted its report to the then Prime Minister Atal Bihari Vajpayee on 29 June 2002.
- **NCEUS:** National Commission for Enterprise in Unorganised Sector.



CHECK YOUR PROGRESS

Q 1: What is meant by unorganised sector?

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Q 2: Write the full form of NCEUS?

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Q 3: Write the full form of NCRL?

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Q 4: Define informal workers.

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12.6 INDUSTRIAL LABOURS

12.6.1 Definition

It refers to all those workers, who are employed in manufacturing units, i.e., the workers employed in large scale, village &small-scale industries are considered industrial labour in general sense.

12.6.2 Features of Industrial Labours

- **Low literacy:** In India majority of industrial labourers areilliterate and thus they are ignorant of information regarding emerging job market. In deed the low level of literacy is considered to be one of the major drawbacks of Indian industrial labourers.
- **Large scale absenteeism:** Absenteeism in workplace is another major problem of Indianindustrial labour.
- **Low productivity:** The productivity of industrial labour in India is very low. This is mainly due to lack of skills, training, education, poor health etc.
- **Low efficiency:** The efficiency as well effectiveness of Indian industrial labourers is also very low.
- **Poor physical and mental health:** The physical and mental health should be good to work efficiently and productively. But the lack of proper nutritious diet and living in unhygienic conditions due to poverty lead to poor physical and mental health.
- **Poverty:** Most of the Indian labourers are poor in absolute sense.
- **Lack of organisation:**The Indian industrial labourers are not united due to difference in religion, castes, creed etc.
- **Migration:** The Indian labourers are migratory in nature that means they are not restricted to any one occupation or any region. For example, the labourer migrated to industry from agriculture also go back to later in the harvesting seasons. This affects industrial production and productivity of Indian industrial labourers.

much interest in the formation and growth of trade unions. This indifferent attitude of the government is partly responsible for the slow growth of trade union movement.



LET US KNOW

- Industrial labourers refer to all those workers, who are employed in manufacturing units.
- A trade union is a voluntary organization of workers formed for the purpose of promoting & protecting the interest of workers through collective action.



CHECK YOUR PROGRESS

Q 5: What is meant by industrial labour?

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Q 6: When was trade union formed in India?

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12.8 INDUSTRIAL DISPUTES

A sound and cordial relationship between workers and employers is very important for better industrial productivity and industrial performance. But sometimes there are conflicts of interests of workers and employers which results in disputes. An industrial dispute can be defined as cessation of work in an industrial unit when the cooperative relation between employers and employees breaks down on different issues largely issues internal to the industry. Industrial disputes mainly take the form of strikes, gheraos, lockouts etc. The onset of disputes in an industry adversely affects the productivity of the industry as a result of which total outcome of the industry gets reduced which in turn stymies GDP growth of that country.

12.8.1 Causes of Industrial Disputes

There are several causes of industrial disputes. The main reason

leadership, political influence etc.

- **Limited Membership:** The Trade Union in India have limited membership. Majority of the workers have not taken the membership of the union. Only 40-50% of the workers get membership. This tendency has made the union weak.
- **Lack of Unity:** There is no unity among the members of the trade union. They are divided and sub - divided on the basis of caste, religion, language, personal interests etc.
- **More than one Union:** In India, there exist too many trade unions. Many unions are formed within one industry. This is an unhealthy trend. This will result in inter union rivalry.
- **Weak Finance:** Low level of fund is an important factor affecting the functioning of trade union in India. As a result of insufficient finance trade union cannot undertake labour welfare and benefit schemes.
- **Illiteracy:** Majority of Indian Industrial workers are illiterates. They are unable to understand the importance of unity and unionism. They do not come forward to launch united struggle. Thus, they easily become victims of employers.
- **Outside Leadership:** Most of the unions are controlled by outsiders. They do not take those in the development of trade union nor protection of labour interest.
- **Migratory Character:** The factory workers in India are mostly controlled by some emotional sentiments. They come from villages and return to villages as soon as the work is completed. They move from one job to another without any reason.
- **Political Influences:** In majority of cases it seems that the Indian trade unions are controlled by political parties and politicians. Most of the times, politicians victimise the workers to protect their self-interest.
- **Defective Administration:** The administration of trade unions is not efficient that hinders proper functioning of the trade union.
- **Lack of Government Interest:** The government does not take

- **Lack of information:** the Indian industrial labourers are not aware of the facts and information's about the job and labour market opportunities due to their low-level educational attainment. This could lead to non-specialisation of work.
- **Superstition and religious belief:** The Indian labourers are superstitious and it adversely affects their job selection and productivity. Thus, their behaviour is not rational.
- **Ignorant of rules and regulations:** Most of the Indian industrial labourers are ignorant of rules and regulations associated with their job due to lack of proper education.
- **Lack of skills and specialisation:** Lack of skills and specialisation lead to inefficiency in production. This is an important feature of Indian industrial labour.
- **No punctuality and discipline:** In India, most of the industrial labourers are not punctual as well as discipline. They do not know to value time. As labour is one of the perishable commodities, one worker unemployed for a day, his or her labour is lost. Thus, labour cannot be postponed, stored and accumulated for future.
- **Bad habits:** The industrial labours of India are mostly involved in bad habits like tobacco chewing, inhaling marijuana, drinking liquors etc. They are involved in unhealthy practices. As a result, their efficiency and mental discipline are badly affected.

12.7 TRADE UNION MOVEMENT IN INDIA

"A trade union is a voluntary organization of workers formed for the purpose of promoting and protecting the interest of workers through collective action" (Mukherjee, 2019).

12.7.1 Growth of Trade Union in India

If we look at the history of trade union movement in modern industrial relation in India, the trade union of textile works of Bombay that came

into existence in 1890 is the first of this kind. However, the real beginning of the trade union movement in India can be traced back towards the end of 1st world war (1914-1918) only. The formation of Madras Trade Union in 1918 immediately after the Russian revolution of 1917 was marked by an organised trade union movement in India. After this, India witnessed formation of many trade unions of which mentioned may be made to All India Trade Union Congress which was formed in 1920 followed by All India Railway Men Federation & All India Post & Telegraph Unions which were formed in 1922.

In India, S. S. Bangalee and M. Lokhande had successfully formed the trade union in the last part of nineteenth century. In the first quarter of twentieth century, the working class of India had experienced the emergence of trade union. The main motive of formation of trade union is to facilitate the rights of working class in India. With the emergence of modern Industrial development, the working class had realised the importance of trade union as a mean to avail better working conditions, high wages, concessions etc. Thus, strikes were frequently occurred. As a result of these growing number of strikes, All India Trade Union Congress (A.I.T.U.C) was established in 1920. Protection and representation of workers' interests, maintain coordination and co-operative relations among the activities of various labour organisations were the major area of concern of A.I.T.U.C. It also took into account the unorganised areas of the country. The government of India passed the Trade Union Act in 1926.

Due to the ideological differences, the trade union splits into two parts in the last part of 1920s. The communists captured A.I.T.U.C, while moderates formed All India Trade Union Federation. Again, there was further partitions of trade union movement in the emergence of Great depression of 1930s. Before emergence of second world war some parts of trade union were re-unite but the outburst of war led to further and more severe divisions of trade union movement in India. After independence accompanied with the

partition, the trade union movement faced very serious issues of growing unemployment. Thus, to protect the interest of workers, strikes held all over the India. At that time India experienced highest number of strikes which adversely affected growth of the economy. This situation ultimately led to formation of three central organisations: Indian National Trade Union Congress (INTUC), which was formed in 1947 and it was controlled by the Congress party, Hind Mazdoor Sabha (HMS), was set up in 1948 by then Praja Socialist Party and United Trade Union Congress (UTUC), was set up in 1949 by some radicalists of India. Till now the trade union movement of India is headed by these three major organisations with their differences in ideologies and policies.

According to the data provided by the Chief Labour Commissioner in 1994, BhartiyaMazdoorSangh (BMS) had occupied the 1st position with total membership of 31.17 lakh.BMS is affiliated to Bhartiya Janata Party (BJP). It is followed by INTUC affiliated to Congress party with membership of 27.06 lakh. CITU, affiliated to CPI (M) and HMS, affiliated to Praja socialist Party have secured the 3rd & 4th positions with memberships of 17.98 lakhs and 14.77 lakhs respectively.

12.7.2 Weaknesses of Trade Union in India

Trade union is always treated as an institution that intends to protect and serve the interests of the working classes. It has assumed an important place in the realm of industrial relations in India since its inception in the colonial period. However, with the adoption of new economic reforms in 1991and concomitant growing tendency for contractualisation of labour has reduced its relevance in the present context. The growth of information technology also has posed a threat to the existence of trade unions in India. Some major weaknesses of trade union are explained below: limited membership, lack of unity, more than one union, weak finance, illiteracy, outside