

Trade Unionism and Industrial Disputes: Indian Perspective

Dr. Pardeep Singh Walia

pardeepwalia@yahoo.com

Senior Lecturer

Department of Commerce

Govt. College for Girls

Sector-11, Chandigarh India, 160011

Trade unions are important players in today's industrialized world. The industrial relations atmosphere of any industry depends heavily on trade union activism. Now-a-days the trade union movement is no longer solely a movement for advancing claims as a movement seeking to increase the material well being of its members but has grown into a force which not only defends the political, social and cultural interests of its members but also carries out special tasks affecting enterprising and intellectual workers especially with regard to their career, jobs, salaries, paid holidays, vocational training, recreational and health improvement programmes etc.

It is observed that the concept of trade unionism has been influencing a large section of categories of workers. Not only workers in large and medium-scale industrial establishment but even white collar workers, supervisory and management personnel have also been acting in a concerted way through their trade unions or associations.

Employees and supervisory and management personnel are extremely well-organized in their respective trade unions in public sector industrial, banking and financial institutions. In fact, trade unions in public sector undertakings appear to be very powerful and with enormous bargaining power happen to enjoy a dominating position.

Role of trade unions in making policies at the plant, industry and even at the national level is growing in recent years and powerful trade unions as in the case of textile, railways, banking, post and telegraphs, insurance etc., have been exerting great pressure not only at the lower levels but also at the national level, in formulating policies that affect them.

CONCEPT OF TRADE UNIONISM

Trade union is an association of workers formed for the purpose of protecting and improving the socio-economic status of its members through collective action.

Bryn Perrin describe a trade union as, “a group of workers who have associated together with the common purpose of improving their working lot by negotiating with their employer as a group in order to obtain better terms and conditions of employment”¹.

The common feature of all unions is that the union is in theory a democratic institution. The ultimate power lies in the membership as a whole².

As per Sec 2(4) of the Trade Union Act, 1926, a trade union means any combination, whether temporary or permanent, formed primarily to regulate the relations between workmen and employers or workmen and workmen or employers and employers and for imposing any restrictions, conditions or the conduct of any trade or business and include any federation of 2 or more trade unions.

TRADE UNION MOVEMENT IN INDIA

Trade unionism in India in its modern form is of recent origin as compared to certain other nations, like USA, UK, France and Russia, etc.

But this does not mean that there were no workers’ or craftsmen’s union in India. In ancient India, there were well-developed, efficiently organized and very active craftsmen’s guilds. Each important craft – textiles, blacksmithy, goldsmithy, pottery, carving etc. – had its own guild and this guild regulated the hours of work of craftsmen, apprenticeship system, quality and quantity of goods to be produced prices at which they are to be sold and markets to sell them. These guilds of ancient India (which persisted well into the 18th century or even later) cannot be compared to modern trade unions because these craft guilds were composed of both entrepreneurs or producers and workers, the owners treating the workers as if they were members of the same family³.

Trade unions in its modern sense, in India, can be discussed in two phases – pre independence and post-independence.

PRE-INDEPENDENCE PHASE

Trade unions are essentially the product of modern large scale industry which was taking root in the later half of nineteenth century. It was an era of society, which did not have the latter, did not have the former, neither was there any need for them. There is therefore, no point looking into the old records for discovering the roots of trade unions in institutions of earlier ages. Indian trade unions did not grow out of any existing institutions in the society⁴. But before the unions were actually formed there were some earlier attempts, no doubt isolated and ephemeral, at articulating the protest of workers and giving expression to their demand for lessening the rigors of industrial life. However till late 19th century the workers had no trade unions⁵.

In the very beginning period (1875-1918) of Indian trade unionism, working conditions were very poor. Roles of service, security of service and labour laws were non-existent. From 1875 to 1884, the two philanthropists namely Sorbji Shapurji Bengali and N.M. Loknande, played a magnificent role in laying the foundation of organized labour movement in India⁶. They worked for drawing attention of the Government to the prevailing poor conditions of the factory

workers. It resulted in Government appointing a commission (Factory Commission) to look into the conditions of workers to that it could enact law to prevent exploitation of workers.

The first workers' meeting was convened in 1884. This meeting was held for finalizing a memorandum that was prepared by N.M. Lokhande and it was handed over to the Government appointed Factory Commission. This resulted in certain amenities being extended to the mill workers and also an association of Bombay mill workers came into existence.

They also started publishing a monthly magazine "Deen Bandhu" for propagating the cause of workers. Many other friendly societies cropped up, such as the Amalgamated Society of Railway Servants of India and Burma (1897), the Printers Union of Calcutta (1905), the Bombay Postal Union (1907) the Kamgar Hit Wardhak Sabha (1909) and the Social Service League (1910) etc. But they could not raise their voice against the employers.

These organizations were largely sectarian in character. For example the officials of both the Bombay mill Hands' Association and Kamgar Hitvardhak Sabha belonged mostly to backward Maratha Communities, while the members of the Amalgamated Society of Railway Servants of India were from the Anglo-Indian and European Communities in India⁷.

In 1914, First World War broke out. The first strike was reported to have taken place in Bombay mill on account of the arrest of Lok Manya Tilak a well known leader of those days. Strikes and lockout were not so widespread in India before the First World War (1914-18). In the words of Shri. V.V. Giri, "this was largely due to illiteracy, a passive outlook on life and the lack of organization and leadership"⁸. In this period, trade union movement started taking shapes and by the end of this period it was becoming a force to reckon with because some political leaders namely V.V. Giri, V. Shivaran etc. fought for the cause of the workers.

The Russian Revolution in 1917 had a great impact on the workers movement world wide because it was a revolution against the capitalism.

International Labor Organization (ILO) was established in 1919. It was a tripartite body and for the first time there was a representative of workers in this organization. India is a founder member of ILO. This gave impetus to the labour movement in India also.

The period between 1919 and 1923 saw the real beginning of trade union movement in India. The First World War was over and there was a depression in the socio-economic life of the people. The dragon of inflation created economic imbalances aggravating further the hardships of labour.

A new socio-political order was in the making to oust the British Ruler during that time in India. All these factors helped in the shaping the trade union movement in the country. The real mile stone in the history of Indian trade union movement is the formation of first union by the workers of Madras Textile Factory in 1918, under the president-ship of the Sh. B.P. Wadia. It marked the start of a new era, an era of growth and one in which the leadership of the trade unions was to pass from the hands of social workers into the hands of politicians⁹. Many other unions were formed, mainly at sea ports and textile industries. A Textile Labour Association was formed in 1920 under the leadership of Mahatama Gandhi. By this time 64 unions had come, into existence. The unions of various companies held a first every national conference in 1920. In this conference all the 64 local unions were united to form All India Trade Union Congress (AITUC) and Lala Lajpat Ray was the First President of this union.

Thereafter, the workers' organizations sprang up all over India, particularly in the jute and cotton textiles, railways, sea ports and transport workers in general.

During the period ending 1925, the number of unions increased nearly four-fold and their membership increased much more. Labour movement was truly united and there was complete harmony and co-operation among all sections of the working class¹⁰. The Indian Trade Union Act, 1926 was passed in 1926. The Indian Trade Union Act, 1926 was enacted with a view to provide for the registration of trade unions and in certain respects to define the law relating to registered trade unions.

The period between 1926-1939 is referred to as a period of disunity among labour unions by many researchers. During this period some violent and strong strikes occurred in some places. Strong strikes occurred in some places. The members of AITUC started splitting into two groups, communists advocating strong arm tactics and moderates favouring peaceful demonstration and settlements. The tenth session of AITUC was held at Nagpur in December, 1929. The moderates opposed militant actions and strikes on social and political grounds. They were having conflicting views regarding the role and objects of trade unions - one favouring to confine the union activities to economic issues concerning workers, whereas other advocating the ultimate aim to capture political power and establish a socialist society. Refusing to accept the resolutions mooted by the majority communists at the session, the moderates walked out of the congress and divided the Indian Trade Union Movement. They formed a new federation called the Indian Trade Union Federation (ITUF).

On the question of Bycott of the Whitley Commission, the affiliation of the All India Trade Union Congress with the league against Imperialism (The Pan-Pacific Trade Union Secretariat a camouflaged communist organization) and the sending of the ILO Conference, the moderates headed by N.M. Joshi, broke away from the AITUC and formed another organization, the All Indian Trade Union Federation (AITUF)¹¹. Subsequent two year saw the rift between communists and left wing unionists widening. Thus, in year 1931 resulted in yet another split in AITUC and communists led by B.T. Ranadive and S.V. Deshpande formed the Red Trade Union Congress.

The period from 1936 to 1939 witnessed a phenomenal increase in the number of registered trade unions and their membership. In 1936-1937 there were 272 unions which rose to 562 in 1938-39. One important reason responsible for the growth was the passing of the Government of India Act, 1935 which gave increased representation to labour in the legislative assemblies¹². This period was also marred by the disunity among the trade unions. Political leaders soon realized that welfare of the workers was possible only when all the trade unions were merged with each other. To attempt unity of all the left wing organization of labour, the National Federation of Labour (NFL) was found. Later AITUF and NFL joined together to form the National Trade Union Federation (NTUF). In the year 1935, the RTUC merged into the AITUC.

During the Second World War, in the year 1940, NTUF was dissolved of the organization merged in AITUC. But in the year 1941 the radicals broke away from the parent body to form Indian Federation of labour (IFL). Since IFL supported the participation in the war, it was granted recognition as a representative organization of Indian labour. By the end of second world war, there were three principal political groups in the field: the communists dominating the

AITUC, the radicals having hold on the Indian Federation of Labour (IFL), and the Nationalists and Socialists trying to build up a new labour front¹³.

POST INDEPENDENCE PERIOD

The period immediately preceding independence and succeeding independence of India saw the political leaders of different political ideologies vying for having a separate and their own labour wing. The Indian National Congress which was the strongest political party formed the Indian National Trade Union Congress (INTUC) in May 1947 under the leadership of Sardar Vallabh Bhai Patel. Trade Union activities were further boosted after independence of India in August 15, 1947. The INTUC was recognized as the most representation body of the working class in India and in 1948 its representatives constituted the labour delegation to the ILO conference. In 1948, the socialists broke away from the Congress and formed their own central organization called the Hind Mazdoor Sabha (HMS). The very next year a group of left-wing trade union leaders, dissatisfied with the controlling socialists, left HMS and formed yet another organization – the United Trade Union Congress (UTUC). Even though UTUC, having leftist leaning, co-operated with the communists, yet it was opposed to the communist party's emphasis on violence.

The year 1964 saw division of communists' movement into two political parties – the Communist Party of Indian (CPI) and Communist Party of India – Marxists (CPM). The CPM leaders seceded from AITUC formed a new central organization called the Centre of Indian Trade Union (CITU). With the division in Congress Party in the country, in 1972, 112 trade unions from Gujrat, the followers of Gandhian ideology of non-violence, separated from INTUC and formed a new central organization called the National Labour Organization (NLO). By the end of 1970's four more central organizations, the United Trade Union Congress (Lenin Sarani), the National Front of Indian Trade Unions (NFITU) the Trade Union Co-ordination Centre (TUCC) and Bhartiya Mazdoor Sangh (BMS) were formed.

This period also saw an upsurge in the unionism of white-collar workers. With the rapid growth of tertiary sector and Government's commitment to give employment to educated unemployed, there was a phenomenal increase in the white collar workers. In industrial enterprises, the while collar workers, mostly joined the already existing unions of the blue-collar workers. Whereas in the institutions, insurance companies, educational institutions, hospitals, etc. new unions were formed. The various five year plans of Government of India further boosted the growth of trade unions.

In India the five major trade unions are as follows:

- 1) INTUC affiliated to the Indian National Congress (I);
- 2) HMS at one time affiliated to the Socialist Party of India;
- 3) BMS is affiliated to the Bharatiya Janta Party;
- 4) AITUC (i.e., All India Trade Union Congress); and
- 5) CITU Centre for Indian Trade Unions

These five trade unions organizations in India account for about 75 per cent of total membership of all the trade union membership in India.

The United Trade Union Congress – Lenin Sarani (UTUC – LS) and the Hind Mazdoor Kisan Panchayat (HMKP) are the other relatively important trade union organizations together accounting for about 11 per cent of the total membership of all the trade unions in India.

It may be pointed that all the major political parties in India have organized their trade unions as their own Labour Wing. As per the compilation of data by the Labour Bureau, Shimla, there are 1859 registered trade unions in State sphere having 1340340 members and 717 registered trade unions in Central sphere with a membership base of 934359, as on March 2002. (Annexure-IV). The number of registered trade unions has increased from 53535 in 1991 to 68554 in 2002. The average number of membership in the registered trade unions in India has increased from 725 to 893 during the same period. (Annexure-V) The data clearly shows the trends of the workers in favour of joining the trade unions. This has also been possible due to legislations promoting and encouraging democratic trade unionism.

GOVERNMENT POLICY REGARDING TRADE UNIONISM

The formal State policy regarding trade unionism dates back to the year 1920. In March, 1921, Shri N. M. Joshi, then General Secretary of the All India Trade Union Congress, successfully moved a resolution in the Central Legislative Assembly recommending that Government should introduce legislation for the registration and protection of trade unions. Opposition from employers to the adoption of such a measure was, however, so great that it was not until 1926 that the Indian Trade Unions Act was passed. The Indian Trade Unions Bill, 1925 was introduced in the Central Legislative Assembly to provide for the registration of Trade Unions and in certain respects to define the law relating to registered Trade Unions in Provinces of India.

This Bill was prescribed in response to the following Resolution which was adopted by the Legislative Assembly on 1st March, 1924 :

"This Assembly recommends to the Governor-General in Council that he should take steps to introduce, as soon as practicable, in the Indian Legislature, such legislation as may be necessary for the registration of Trade Unions."

The question was examined in detail by the Government of India and local Governments were consulted and public opinion was invited. In the light of opinions received a draft Bill was prepared and published in September, 1924. The Government of India, after considering the criticisms received on that Bill, see no ground for modifying the general principles underlying the Bill, and except for minor alterations, the present Bill is a reproduction of the Bill previously published.

The general scheme of the Bill is that a Trade Union making the necessary application will, on compliance with certain stated conditions designed to ensure that the Union is a *bona fide* Trade Union, and that adequate safeguards are provided for the rights of its members, be entitled to registration. The Union and its members will thereupon receive protection in certain cases in respect of both civil and criminal liability. No restriction is placed upon the objects which a registered Trade Union may pursue, but the expenditure of its funds must be limited to specified Trade Union purposes. The legal position of Trade Unions which do not register will be unaffected by the Bill.

The Indian Trade Unions Bill, 1925 having been passed by the Legislature received its assent on 25th March, 1926. It came into force on 1st June, 1927 as the Indian Trade Unions Act, 1926 (16 of 1926). By section 3 of the Indian Trade Unions (Amendment) Act, 1964 (38 of 1964) the word "Indian" has been omitted and now it is known as THE TRADE UNIONS ACT, 1926 (16 of 1926).The origin of the passing of a Trade Unions Act in India was the historic

Buckingham Mill case of 1940 in which the Madras High Court granted an interim injunction against the Strike Committee of the Madras Labour Union forbidding them to induce certain workers to break their contracts of employment by refusing to return to work. Trade Union leaders found that they were liable to prosecution and imprisonment for bona fide union activities and it was felt that some legislation for the protection of trade union was necessary.

The Act gave legal status to the Registered Trade Unions. The Registrars of Trade Unions in different states were empowered to register the Trade Unions in their respective states. Any seven or more members of a trade union by submitting their names to the registrar of trade unions and otherwise complying with the provisions of the Act with respect to registration may apply for the registration of the Trade Union under the Trade Unions Act. The Act gives protection to registered trade unions in certain cases against civil and criminal action. These registered Trade Unions (Workers & Employers) are required to submit annual statutory return to the Registrar regarding their membership, General Funds, Sources of Income and Items of Expenditure and details of their assets and liabilities, which in turn submit consolidated return of their state in the prescribed Performa to Labour Bureau.

Various amendments took place before and after independence as per the prevailing policies of the ruling government.

The Indian Trade Unions (Amendment) Act, 1928 (15 of 1928).

The Government of India (Adaptation of Indian Laws) Order, 1937.

The Indian Independence (Adaptation of Central Acts and Ordinances) Order, 1948.

The Adaptation of Laws Order, 1950.

The Part B States (Laws) Act, 1951 (3 of 1951).

The Indian Trade Unions (Amendment) Act, 1960 (42 of 1960).

The Indian Trade Unions (Amendment) Act, 1964 (38 of 1964).

The Central Labour Laws (Extension to Jammu and Kashmir) Act, 1970 (51 of 1970)

TRADE UNIONS (AMENDMENT) BILL, 2000

The Trade Unions (Amendment) Bill 2000 proposed to suitably amend The Trade Unions Act, 1926 to keep in pace with the changing times. The Act of 1926 provides for registration of trade unions of employers and workers and in certain respects, it defines the law relating to registered trade unions. It confers legal and corporate status on registered trade unions. The Act is administered by the concerned State Governments.

The right to form associations or unions is guaranteed by Articles 19 of the Constitution as a Fundamental Right. With the passage of time, the structure of Industrial organizations and of the labour force has undergone significant changes. The Trade Unions Act, however, has not undergone any major change so far.

The effort for significantly amending the Act was made through the Trade Unions and the Industrial Disputes (Amendment) Bill, 1988 introduced in the Rajya Sabha. It was not taken up for consideration by the Parliament and was withdrawn in 1990 when a Bipartite Committee comprising representatives of Employers' Organizations and Central Trade Union Organizations was constituted under the Chairmanship of Shri G. Ramanujam for "Formulation of Specific proposals for a new Industrial relations Bill". The Committee submitted its report in 1990.

Based on the recommendations of the Ramanujam Committee and subsequent deliberations held thereon at different fora, a Bill for amending the Trade Unions Act, 1926 was drawn up in consultation with the Ministry of Law. The Bill was presented by the Minister of

Labour in the Rajya Sabha on 2.5.1994 for introduction. However, at the introduction stage several members raised preliminary objections. After extensive discussions, it was unanimously agreed that the Bill might be referred to the Parliamentary Standing Committee on Labour and Welfare.

The Parliamentary Standing Committee on Labour and Welfare examined the Amendment Bill at its various sittings, held detailed discussions with the concerned officers of the Ministry of Labour and finally presented its report to the Lok Sabha on 8.8.1995.

The proposal contained in the Trade Unions (Amendment) Bill, 1994 were re-examined in the Ministry of Labour in the light of the recommendations of the Parliamentary Standing Committee and the Amendment Bill has been suitably revised. Briefly, the revised proposals are as under:

1. No trade union of workmen shall be registered unless at least 10% or 100, whichever is less, of workmen engaged or employed in the establishment or industry with which it is connected are the members of such union on the date of making of application for registration. In no case a union shall be registered without a minimum strength of 7 members.
 - (i) A registered trade union of workmen shall at all times continue to have not less than 10% or 100 of the workmen, whichever is less, subject to a minimum of 7 persons engaged or employed in the establishment or industry with which it is connected, as its members.
 - (ii) A provision for filing an appeal before the Industrial Tribunal/Labour Court in case of non-registration / restoration of registration has been provided.
 - (iii) All office bearers of a registered trade union, except not more than third of the total number of office bearers or five, whichever is less, shall be persons actually engaged or employed in the establishment or industry with which the trade union is connected.
 - (iv) Minimum rate of subscription by members of the trade union is proposed to be revised as one rupee per annum for rural workers, three rupees per annum for workers in other unorganised sectors and 12 rupees per annum in all other cases.

The Trade Unions (Amendment) Bill, 2000 was introduced in the Rajya Sabha on 28.4.2000. On 8.5.2000, this Bill was referred to the Standing Committee of Parliament. The Standing Committee presented its report to Parliament on 29.11.2000.

TRADE UNIONS (AMENDMENT) ACT, 2001

The Trade Union (Amendment) Act 2001 was passed after discussion on the Trade Union (Amendment) Bill 2000 by the Rajya Sabha and Lok Sabha. Certain provisions of the Act were amended and given effect to w.e.f. 9.1.2002.

2. Some of the salient features of the Trade Unions (Amendment) Act, 2001 are:-
 - (i) No trade union of workmen shall be registered unless at least 10% or 100, whichever is less, subject to a minimum of 7 workmen engaged or employed in the establishment or industry with which it is connected are the members of such trade union on the date of making of application for registration.

- (ii) A registered trade union of workmen shall at all times continue to have not less than 10% or 100 of the workmen, whichever is less, subject to a minimum of 7 persons engaged or employed in the establishment or industry with which it is connected, as its members.
- (iii) A provision for filing an appeal before the Industrial Tribunal / Labor Court in case of non-registration / restoration of registration has been provided.
- (iv) All office bearers of a registered trade union, except not more than one-third of the total number of office bearers or five, whichever is less, shall be persons actually engaged or employed in the establishment or industry with which the trade union is connected.
- (v) Minimum rate of subscription by members of the trade union is fixed at one rupee per annum for rural workers, three rupees per annum for workers in other unorganized sectors and 12 rupees per annum in all other cases.
- (vi) For the promotion of civil and political interest of its members unions are authorized to set up separate political funds.

SOME RECENT TRENDS IN TRADE UNION MOVEMENT IN INDIA

During the planning era in India, the trade union movement has developed certain trends of which the following are the important ones:

It is observed that the concept of trade unionism has been influencing a large section and categories of workers. Not only workers in large and medium-scale industrial establishments but even white collar workers (for example, in commercial banks public financial institutions, Life Insurance Corporation, etc.), supervisory and management personnel have also been thinking and acting in a concerted way through their trade unions or associations.

White-collar workers have formed very powerful trade union organizations in recent years. Some of them are the leading trade unions in the country (for example, the unions of employees of banks and insurance companies, etc.).

It is noticed that the employees and supervisory and management staff are extremely well organized in their respective trade unions in public sector industrial, banking and financial institutions. In fact, trade unions in public sector undertakings appear to be very powerful and with an enormous bargaining power especially those, which are functioning in industries that cover essential goods or services and happen to enjoy a monopolistic position.

It is noticed that in large industrial establishments, there is not just one trade union but two or some times three, owing allegiance to the different political parties in the country who in fact often use them as a clout to achieve their political objectives. There are thus inter-union and intra-union rivalries in the trade union movement in India. But all these trade unions generally join hands when it is a question of dealing with employers or government. At the most, trade unions owing allegiance to the ruling party in the State or the Centre may keep away at the time of strikes against the government.

It is observed that functions of many trade unions are becoming diversified. Instead of being mere strike committees as in the olden days, many trade union bodies today are undertaking educational, recreational and health improvement programmes.

There was a time when external leadership dominated the trade union movement in India. In recent years, with increasing recruitment of factory workers from the younger generation it is observed that internal leadership (that is, leadership from among the working class itself) is developing and slowly taking charge of the trade unions at the plant or even at the industry level. As these leaders know the real problems of workers as also their strength and weaknesses, they

are seen to adopt a more realistic approach when going on strikes resulting in stoppage of work and closure of concerned factories.

Role of trade unions in making policies at the plant, industry and even at the national level is growing in recent years and powerful trade unions as in the case of textiles, railways, banking, posts and telegraphs, insurance, etc. have been exerting great pressure not only at the lower levels but even at the national level, in formulating policies that affect them – wages bonus dearness allowance, transfers, outside recruitment, promotion, etc., also holidays working hours, safety measure and so on.

Dr. Pardeep Singh Walia

pardeepwalia@yahoo.com

Ph. +91 9988877333

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ANNEXURE – I
INDUSTRIAL DISPUTES IN INDIA (1921 – 2003)

Year	No. of Disputes	No. of Workers Involved (000's)	No. of Mandays Lost (million)
(1)	(2)	(3)	(4)
1921	396	600.3	6.98
1922	278	435.4	3.97
1923	213	301.0	5.05
1924	133	312.4	8.73
1925	134	270.4	12.58
1926	128	186.8	1.09
1927	129	131.6	2.02
1928	203	506.8	32.61
1934	156	220.8	4.77
1935	145	114.2	0.97
1936	157	169.0	2.36
1937	379	647.8	8.96
1938	399	401.0	9.16
1939	406	409.1	4.99
1943	716	525.1	2.34
1944	658	550.0	3.44
1945	820	747.5	4.05
1946	1629	1961.9	12.71
1947	1811	1840.7	16.56
1948	1259	1059.1	7.84
1949	920	685.5	6.60
1950	814	719.9	12.81
1955	1166	527.8	2.70
1956	1203	715.0	6.99
1957	1630	889.3	6.43
1958	1527	928.6	7.80
1959	1531	693.6	5.63
1960	1583	986.3	6.54

Contd. ...

Year (1)	No. of Disputes (2)	No. of Workers Involved (000's) (3)	No. of Mandays Lost (million) (4)
1964	2151	1003.0	7.72
1965	1835	991.2	6.47
1966	2556	1410.1	13.85
1967	2815	1490.3	17.15
1968	2776	1669.3	17.24
1972	3243	1737.0	20.54
1973	3370	2546.0	20.63
1974	2938	2855.0	40.26
1975	1943	1143.0	21.90
1976	1459	737.0	12.75
1977	3117	2193.2	25.32
1978	3187	1915.6	28.34
1983	2488	1460.0	46.86
1984	2094	1949.0	56.03
1985	1755	1079.0	29.24
1993	1393	954.0	20.30
1994	1201	846.0	20.98
1995	1066	990.0	16.29
1996	1166	939.0	20.28
1997	1305	981.0	16.97
1998	1097	1289.0	22.06
1999	927	1311.0	26.79
2000	771	1418.0	28.76
2001	674	688.0	23.77
2002	579	1079.0	26.58
2003	602	1827.0	29.70

Source: Labour Bureau, Shimla, India

ANNEXURE – II
INDUSTRIAL DISPUTES CLASSIFIED BY SECTOR

Year	No. of Disputes			No. of workers involved (Lakhs)			No. of Mandays Lost (Millions)		
	Public Sector	Private Sector	Total	Public Sector	Private Sector	Total	Public Sector	Private Sector	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1962	177	1314	1491	1.28	5.77	70.50	0.53	5.59	6.12
1963	117	1354	1471	0.68	4.95	5.63	0.28	2.99	3.27
1964	254	1897	2151	1.55	8.49	10.04	0.75	6.98	7.73
1965	198	1637	1835	1.02	8.89	9.91	0.70	5.77	6.47
1966	345	2211	2556	2.40	11.70	14.10	1.27	12.57	13.84
1967	441	2374	2815	3.68	11.23	14.91	2.54	14.61	17.15
1968	386	2390	2776	4.34	12.36	16.70	1.97	15.27	17.24
1969	389	2238	2627	3.37	14.90	18.27	1.42	17.62	19.04
1970	446	2443	2889	4.39	13.89	18.28	2.06	18.50	20.56
1971	385	2367	2752	3.64	12.52	16.16	2.25	14.29	16.54
1972	538	2705	3243	4.16	13.21	17.37	3.35	17.20	20.55
1973	714	2656	3370	7.89	17.57	25.46	3.39	17.23	20.62
1974	597	2341	2938	13.69	14.85	28.54	13.05	27.17	40.25
1975	362	1581	1943	3.21	8.22	11.43	2.15	19.75	21.90
1976	153	1306	1459	1.48	5.89	7.37	0.87	11.87	12.74

Contd. ...

Year	No. of Disputes			No. of workers involved (Lakhs)			No. of Mandays Lost (Millions)		
	Public Sector	Private Sector	Total	Public Sector	Private Sector	Total	Public Sector	Private Sector	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1977	663	2454	3117	9.50	12.44	21.94	4.47	20.85	25.32
1978	947	2240	3187	9.26	9.90	19.16	4.35	23.99	28.34
1979	1071	1977	3048	14.61	14.13	28.74	7.60	36.19	43.85
1980	968	1888	2856	7.99	11.01	19.00	4.13	17.79	21.92
1981	707	1882	2589	7.03	8.85	15.88	10.07	26.52	36.57
1982	799	1684	2483	7.26	7.43	14.96	10.36	64.52	74.61
1983	884	1604	2288	7.57	7.03	14.60	4.45	42.41	46.86
1984	592	1502	2094	9.31	10.18	19.49	7.87	48.15	56.02
1993	359	1034	1393	5.65	3.89	9.54	2.29	18.01	20.30
1994	316	885	1201	5.23	3.23	8.46	1.32	19.67	20.98
1995	343	723	1066	7.35	2.64	9.99	4.79	11.50	16.29
1996	381	785	1166	6.06	3.33	9.39	3.15	17.13	20.28
1997	448	857	1305	6.18	3.63	9.81	2.18	14.79	16.97
1998	283	814	1097	9.01	3.88	12.89	7.58	14.49	22.06
1999	165	762	927	5.53	7.58	13.11	1.18	25.61	26.79
2000	125	646	771	11.47	2.71	14.18	10.68	18.08	28.76
2001	139	535	674	4.28	2.60	6.88	2.02	21.74	23.77
2002	63	516	579	3.47	7.33	10.79	0.80	25.78	26.58
2003	108	494	602	11.10	7.17	18.27	6.76	22.93	29.70

Source: Labour Bureau, Shimla

ANNEXURE – V
TRADE UNIONS IN INDIA 2002

State-wise Number of Workers' Trade Unions Submitting Returns and their Membership in the Public Sector by State and Central Spheres during 2002

State/ Union Territory	State Sphere		Central Sphere	
	No. of Unions submitting returns	Membership	No. of Unions submitting returns	Membership
1	2	3	4	5
Assam	100	71768	147	202118
Goa	18	7030	5	3710
Gujarat	197	258352	101	103144
Haryana	61	67404	20	7151
Himachal Pradesh	37	103259	23	7536
Karnataka	74	44520	61	32811
Kerala	129	96504	38	14518
Manipur	57	16572	9	1086
Meghalaya	13	4767	9	2142
Mizoram	-	-	-	-

Nagaland	5	437	1	6
Orissa	70	59529	24	9319
Punjab	118	109912	51	21255
Rajasthan	57	81154	-	-
Tamilnadu	888	411340	225	528974
A&N Islands	21	3777	-	-
Chandigarh	14	4015	3	589
D&N Haveli	-	-	-	-
TOTAL	1859	1340340	717	934359

Source: Labour Bureau, Shimla

ANNEXURE – VI

TRADE UNIONS IN INDIA 2002

Year	No. of registered Trade Unions	No. of Unions submitting returns	Membership of Unions submitting Returns				Total Membership ('000)	Average membership per union
			Men		Women			
			Number ('000)	Percentage to total	Number ('000)	Percentage to total		
1	2	3	4	5	6	7	8	9
1991	53535	8418 (15.7)	5507	90.3	594	9.7	6100	725
1992	55680	9165 (16.5)	5148	89.6	598	10.4	5746	627
1993	55784	6806 (12.2)	2636	84.1	498	15.9	3134	460
1994	56872	6277 (11.0)	3239	79.1	856	20.9	4095	652
1995	57952	8162 (14.1)	5675	86.8	863	13.2	6538	801
1996	58988	7242	4250	75.9	1351	24.1	5601	773

		(12.3)						
1997	60660	8872	6504	87.8	905	12.2	7409	835
		(14.6)						
1998	61992	7403	6104	84.2	1145	15.8	7249	979
		(12.0)						
1999	64817	8152	5190	81.0	1218	19.0	6407	786
		(12.6)						
2000	66056	7253	4510	83.2	910	16.8	5420	747
		(11.0)						
2001	66624	6531	4392	74.8	1481	25.2	5873	900
		(9.8)						
2002	68544	7812	5102	73.2	1871	26.8	6973	893
		(11.4)						

Source: Labour Bureau, Shimla

N.B.(1) Figures in brackets in column 3 denote percentages of Unions submitting returns to total number of registered Unions.