

CHAPTER I

THE PROBLEM

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1.1. Introduction

Before tracing out the evolution of trade union movement in the Indian subcontinent during the British rule let us begin with the definition and meaning of 'Trade Union'.

Sidney and Beatrice Webb defined trade union as "a continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives" (Webb & Webb, 1894: 1). The World Book of Encyclopedia has given a comprehensive but meaningful definition of trade union. "Trade unions are organisations of workers that seek to improve their members pay and working condition (World Book of Encyclopedia, 1993: 328). V.V. Giri has given a worth mentioning definition of trade union. He defines that "trade unions are voluntary organisations of workers formed to promote and protect their interests by collective action" (Giri, 1962:1). According to G.D.H. Cole, "a trade union is an association of workers in one or more occupations – an association carried out mainly for the purpose of protecting and advancing the members' economic interests in connection with their daily work" (Cole, 1962:13). Edwin B. Filippo defined trade union as "a labour union or trade union is an organisation of workers formed to promote, protect and improve, through collective action, the social, economic and political interests of its members (Filippo, 1980:378). The Industrial Relations Ordinance, 1969, which is still in operation (with modifications) defines trade union as follows: "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, or for imposing restrictive coordination on the conduct of any trade or business and includes a federation of two or more trade unions". It can be said that trade union is a continuous association of workers or employees formed to promote and protect their vocational interest. They had to be united to form an association from the earliest period of the growth of labour class as they were suppressed and oppressed by the employer, ruthless administrations and the Government. Government had always support for the employer at that time. This was the trend all over the world.

So the workers were compelled to think to be united for doing something for common interest. As factory industry had been started much earlier and industrial revolution took place in 18th century in Great Britain, first attempt of joint activities were observed there. The name 'trade union' in

Great Britain, seems to have been first used to describe joint activity by little trade clubs in defiance of the common interests of the workers in a whole town or area. Trade clubs were regarded as primarily a friendly society for mutual aid through the provision of friendly benefits in sickness or accident (Cole, 1962:18).

Though factory Industry emerged rather late in Bengal and India as well – during the second half of 19th century, it had its heritage of cottage industry long back. The different classes of artisans of that time used to take up their grievances against their employer to the *Panchayat*. Later on these trade clubs and guilds or *Panchayats* were the beginning of workers unification move.

Before 1850s the only industry in the modern sense was coal-mining. Number of development took place between 1850 to 1860 which led to the first stage of ‘industrial revolution’. A start was made at building railways around Bombay and Calcutta, and more important in 1954 Calcutta was linked by rail to the coal-mining centres, Raniganj. In the same year a Scottish entrepreneur established the first jute mill in Bengal and before that a cotton textile mill had been established in Bombay in 1951 (Crouch, 1979:13). During the next 60 years industries developed through a gradual process. In 1914 there were 264 cotton mills working in India employing some 260,000 operatives. Jute industries had been developed exclusively in Bengal. There were more than 60 mills employing about 2,00,000 workers. By 1914 about 6,00,000 people were employed on the railways (Karnik, 1960: 7-8). The development of industries resulted in a continuous increase in the size of the industrial workforce. But their misery was beyond description.

A factory worker M. N. Lokhande was able to arrange a meeting of labourers of Bombay on 26 April, 1884 where ten thousand workers attended the meeting with legitimate demand including a weekly rest day. In response to the workers demand mill owners of Bombay granted a weekly holiday. It was the first mass meeting of workers in Bombay and India as well. Inspired with this success, Lokhande formed a workers’ organisation called the Bombay Mill Hands Association. Lokhande actually laid the foundation stone for the trade union movement in the subcontinent, although it was not a trade union organization in the truest sense (Ahmed, 1935: 13). There was no working hour, no holiday, no beginning and no closing time. Therefore, it was too difficult to be united to form any

association or union. Employer had the paternalistic attitude at that time and used to control everything in iron hand. Most employers had seventeenth and eighteenth centuries' idea about their relationship with the employees. The attempt to form a union was regarded as an act of treachery, disloyalty and ingratitude (Karnik, 1960:307). With a very few exceptions the formation of trade unions has been looked upon by management with suspicion and hostility, and that sometimes it has done its best to crush the newly formed unions. This was the case during early years of industrialisation in the United Kingdom, and the newly industrialised countries may not be an exception to this (Rahman, 1969: 159).

According to Marx, the British working class were the first-born sons of modern industry. So they were naturally the pioneers of trade unionism. Trade union organisation of the economic struggle of the class of working men against the new class of capitalist employers, against the competition of all against all which reigns in modern civic society (Quoted in Allen Hutt, 1962: 7).

In the early years of factory system in U.K. social significance of the formation of trade unions were the conduct of strikes against the low wages, long hours and abominable conditions (Hutt, 1962: 7). BY the end of eighteenth century trade unions had begun to take root, in the shape of local trade clubs which usually met in public houses. For the most part, these clubs had developed among the artisan aristocracy. However, from 1792 trade union activity began to spread among the key section of the new factory workers, the Lancashire cotton spinners and this was a potential threat to the rising capitalist employers. A wider unity, a more universal solidarity began to support the parochial version of the local trade club. So there was series of suppression, oppression and torture against the formation of trade union. During quarter of a century that this reign of anti-union terror lasted, trade union was really born.

Specially when the coal fields declared strikes, there were civil wars in miniature. For example, in 1831-32, Darham was in turmoil, and marines and cavalry were drafted in to break the strikes and the union. Troops were also called. The Glasgow Cotton-spinners, whose union had been formed secretly.

Industrial unions were a later growth of the last two decades of the nineteenth century, with the growth of mass production industries and of

the railways and docks and mines, it became necessary to think of a different forms of organisation which unskilled and ordinary workers could join without any difficulty. Industrial unions found to be more effective in conflicting with employers. Craft unions did not disappear, but in new mass production industries they had to yield place to industrial unions. Another type of union which grew in the later period was the general union creating to the needs of workers employed in dispersed industries or by a large number of employees (Karnik, 1982: 36-37).

In United States of America workers organisation existed even before their independence. They were mostly benevolent societies for mutual help than modern trade unions. Modern type of trade unions began to be organised in the last decade of the eighteenth century. They were organised on a craft basis. Employers opposed them as illegal conspirators. Early in the nineteenth century they succeeded in getting some court decision against unions and more particularly against strikes (Karnik, 1982: 43). So the early stage of trade union movement of all the countries are the same. They had to fight for working hours, fair wage and right to organisation.

There were several attempts of the workers to me united to form their association, but due to obstinate resistance from the employers the organisations could not get a solid stand. Philadelphia shoemakers made the first attempt in 1792, the organisation lasted less than one year, it was organised in 1794 and was still in existence in 1806. New York Printers organised a permanent Typographical Society in 1794. Between that date and 1818 shoemakers established fairly permanent organisations in different important cities (Rayback, 1966: 54-55). National Labour Union (NLU), the first permanent organisation of labour in America on a national seal was formed in 1866 (*ibid.*: 116). Later on a new organisation, Knights of Labour was formed in December 1869 (*ibid.*: 143). The Knights more concretely stood for an eight-hour day, equal pay for equal work, public ownership of utilities and establishment of cooperatives. By 1886 they had a membership of over eight lacs. Another new organisation which took place of the Knights was the American Federation of Labour founded in 1886. It concentrated its attention on securing higher wages and better conditions of work through collective bargaining with employers. This is called, pure and simple trade unionism. It came to be known as bread and butter unionism, that is a trade unionism which exerted itself to secure the immediate demands of workers

in relation to their jobs such as wages, other benefits, hours of work (Karnik, 1982: 44).

The labour programme of Franklin D. Roosevelt's first administration has been recognised in itself as the most important effort to advance labour welfare in the nation's history. It provided labour with relief from economic distress, assured it some security during periods of unemployment and in old age, and gave it an opportunity to help itself by guaranteeing its right to organise and bargain collectively. The programme helped to create a new organisation – The Congress for Industrial Organisation (CIO) (Rayback, 1966: 346). Moreover, with the industrial development a number of mass production industries came into being in the twenties and thirties. They employed a large number of unskilled workers who could not be fitted into the old craft unions. It was the crying need of the time to organise industrial unions. Unskilled workers did not find a proper place for themselves in the craft union-dominated AFL. So in 1938 CIO was formed. The split lasted for seventeen years. The two organisations came together and in order to satisfy both the parties it was decided to name the reunited organisation AFL-CIO (Karnik, 1982: 46).

The scenario of trade union movement all over the world especially in Asian and in African countries was almost the same. The first labour union was organised in Bangkok in 1877 – only fourteen years after the birth of first Japanese Union and which was incidentally the first Asian Trade Union. But due to immaturity, financial crisis and arrogant attitude of both employer and Government, trade union movements could not develop in the real sense of the term. It was only in 1932 that the tramway workers of Thailand launched a strike when the employees refused to recognise the union and Government also refused to intervene (Ahmad, 1978: xx). Trade union activity was started after 1870 and they had also to face obstinate resistance from both the employer and the Government. Trade union in the Philippines who first organised in 1902 when a union of printers and lithographers was established. Cigar workers' union was formed in 1908 but none of those unions survived because of the hostile attitude of the government (*ibid.*: xx). The first trade union in Indonesia was formed in 1908 by the railway and Tramway employees. Trade union activities began in Singapore and Malaysia in 1916. Between 1836 and 1914 Malaysia saw a wave of strikes which mostly meant for increasing wage. Majority of strikes

took place in Singapore (ibid.: xxi). Strike is one of the media to show the resentment of labourers against any authority to show their grievances. Sidney & Beatrice Webb provided a notable information regarding strike, that first took place in 1490 B.C. (Sidney & Beatrice Webb, 1894: 2).

.... For instance, find in the revolt, 1490 B. C., of the Hebrew brick makers in Egypt against being required to make bricks without straw, a curious precedent for the strike of the Stalybridge Cotton Spinners, A. D. 1892, against the supply of bad material for their work.

1.2. Statement of the problem

Before 1947, not such remarkable industrial development took place in this part of Bengal. Trade unions are essentially the produce of modern large-scale industry (Karnik, 1960: 2). After partition some industrial units had been established of which ownership of Bengalees was minimum (Farouk-1983: 84-85). The then East Pakistan had different problems also in the way of quick industrialisation. She had shortage of capital and technical know how and efficient entrepreneurs. Despite all the limitations, by 1967-68 total numbers of factories were more than 3,500 (Farouk, 1983: 84).

Immediately after the liberation of Bangladesh in 1971, non-Bengali efficient entrepreneurs left the country. Bangladeshi entrepreneurs got the full opportunity but they were lacking industrial and commercial knowledge. They were not known to tricks and tactics of business. Moreover their attitude was unfavorable as they used to maintain paternalistic attitude with the employees because they lacked industrial traditions. Not only the management of the private establishments but also that of the public undertakings hold uncongenial outlook towards the union. But in recent times attitude of the employer has changed a lot. In some cases labourers and the trade union leaders are doing some acts detrimental to the objective of the very production unit where they are working. During our survey in the mills management personnel of both public and private sector enterprises have provided some information regarding the behaviour of trade union leaders, which will be discussed in chapters 5 and 6.

Trade union means organised labour, and organised labour means smooth running of the organisation. So employer should not be suspicious about the union activity as it was in the 17th and 18th centuries. On the other hand, trade union leaders should expect organised labour for better

handling of the labourers and union activity as well. So both the parties should behave sensibly and cooperatively for the better performance of trade union movement.

One of the most important functions of trade union is collective bargaining. There are three tiers in negotiating the labour dispute between and among the concerned parties i.e., trade union, the management and Government. At plant level, there exists bipartite negotiation between trade union and the management. The collective bargaining agent (CBA) on behalf of the workers must have registration according to the ordinance (Sec. 7, IRO, 1969). If there are more than one registered trade unions in an establishment, then the CBA is determined through secret ballot organised by the Labour Department if any of the unions or the employers apply for it.

In the early part of 1984 thirteen national federations united to form a loose confederation called Sramik Karmachari Oikya Parishad (SKOP), an alliance of workers and employees. Subsequently, by early 1990s, the numbers of such federations were seventeen. Most of them belong to 23 registered national federations. (Hussain *et al*, 1998:160) The leaders of the Parishad have placed a five point demand programme which includes free trade union activities, stopping further denationalisation of industries, dearness allowance of 30 per cent to all employees and workers irrespective of private or public sector, immediate publication of industrial workers wage commission report, setting mills and factories by reducing unproductive expenditure etc. The SKOP leaders took up the matter to the Government for realisation of 5 points and arrived at an amicable settlement in July 1984. But it brought no result of the settlement (The Bangladesh Observer, January 7, 1985).

In many industries of Bangladesh two or more unions are in existence. There were only three unions in Bangladesh Railway in 1974. But now it raised to eight unions (Taher *et al*, 1998: 104). Multiplicity of trade unions may be well understood by the fact that at the national level there are as many as 26 national federations of trade unions, of whom the most are attached to different political parties. More unions competing for membership within a single group is a regular feature in our manufacturing concern. This leads to disunity, and disunity leads to fragmentation and consequent weakness of trade union movement. Multiplicity of trade unions creates rivalry among unions due to different political affiliation of union

leaders. (Taher, et al, 1998: 103). These things happen in developed countries too. There were sharp ideological conflict between the communists and the non-communists in France. The trade unions, which command the widest support in France and Italy, are under communist leadership in sharp opposition to the prevailing political regimes. Non-communist faction was relatively small, but the Government had a favourable notion about them as they were not so much involved in politics as the British trade unions (Cole, 1962:32). In Holland, there were five rival trade union movements, working for the most part together on wage questions, but divided sharply by political and religious differences. In Belgium the main trade union body is integrally connected with the Belgium labour party, but there was keen rivalry with the Catholic trade unions, which were more loosely related to the Catholic party. In Australia there were sharp difference between communists and non-communists (*Ibid*, 3).

Sometimes regional feeling works which is detrimental to unity and integrity of trade union movement. Moreover labourers and even labour leaders lack in academic qualification and social competence as they belong to poor socio-economic status (Bhuyan, 1991:156).

The common cause for clashes between unions at various plants in Bangladesh is the influence of outside leaders, but this practice has been started since the inception of the movement in this subcontinent. There were some genuine reasons behind the involvement of a group of leaders, commonly known as outsiders or professional trade unionists (outsiders means those leaders who are not employees). In the early days of factory system labourers were unorganised and helpless in front of capitalists and foreign Government, and they were the close allies. To keep contact with political parties and political personalities or participation of politicians in trade unions is not bad if it is not derogatory to the interest of the working class. But it became a fashion in India to condemn the participation of trade unions in politics and more emphatically the participation of politicians in trade union. In fact, trade unions in all countries are more or less political in the sense that they are affected by the decisions of the state and therefore try to affect those decisions (Crouch, 1979: 8-9).

Moreover they were mostly illiterate, low paid and not having any social status. In this situation prominent politicians came forward to help them to be organised, and encouraged them to form trade union. Workers

will respond at the time of anti-British movement. The outside leaders came as the philanthropist and sympathisers, they did some potential but later on they became full-time organisers and political leaders (Rahman, 1969: 158).

During pre-liberation period outsiders who were not workers themselves ran majority of trade unions. These outsiders could be divided into three categories. In the first category, there were persons who, according to the strict legal sense, were not workers but were usually related to be industry in one way or the other. These individuals might be workers who were discharged for trade union activities or those who after becoming active trade unionists could not afford to work in any establishment. Generally, such people turned to professional trade union leaders. The second category included other professional leaders who did not belong to the working class but had adopted trade unionism as a career. In the third category, there were workers of communist and other political parties who joined the trade union movement with the main purpose of establishing the political base (Ahmad, 1978: 39).

But too much politicisation hampers the ultimate goal, i.e., interest of the workers on one hand and it helps the political leaders to exploit the union on the other. The trade unions of most of the developing countries are now involved in politics to such an extent that often seems to obscure the economic interest of its members (Millen, 1967: 1)

In underdeveloped countries especially in Asian countries leadership of the trade union organization is a very mixed grill. The leaders tend to be an elite group within their sphere, and specially in Asia, to be outsider to the industrial framework. Leadership developed within the working class is of course exception in some places of Asia. For example, sharp intelligence and high quality leadership made Mr. P.P. Narayanan, a Malayan plantation worker and Secretary General, Malayan Plantation Workers Union, an elite despite his limited formal education (*Ibid*, 27). Mr. H.R. Chowdhury, a plantation clerk was then financial secretary of the same union having enough academic background.

In most of the Asian countries professional people like doctors, teachers, civil servants, most frequently lawyers devote either part or full time to the task of trade union leadership. Especially in India and Ceylon such professional people, frequently of high caste have assumed direct leadership in trade union activities. For example, Mrs. Maniben Kera,

President of the 40,000 members of Western Railway Employees' union in India, a Social Welfare oriented 'outside' leader had given long valuable service to the trade union movement. Mrs. Boze was professionally a physician in Calcutta port and a labour leader as well. She was a leader of Calcutta dockworkers union and in 1962, elected President of INTUC. Renowned labour leader and an author, S.A. Dange, Secretary General of the AITUC, came from a elite family from Bombay. Many other leaders came from such distinguished backgrounds (Ibid, 27). Not only the professional people, prominent politicians and eminent personalities joined the trade unions in Indian subcontinent. Personalities like Mahatma Gandhi, V.V. Giri, M.N. Roy, Jai Prakash Narayan, Gulzarilal Nanda, Hussain Shahid Suhrawardy, Abid Ali, Ashok Mehta, Deben Sen, Kumruddin Ahmad, Dr. M.A. Malek, Mrinal Kanti Bose etc. provided able leadership to the trade union movement.

In Singapore, professional people operated from behind the scene. They used to advise the unions, mostly they were political figures and they had the aim to influence and guide them politically. They might be outsiders but extremely dedicated and capable leaders (Ibid, 27). Mr. N.M. Perrera, a graduate of the London School of Economics who was the President of Ceylon Federation of Labour and one of the major port workers unions. Bala Thampose, a well-known lawyer, who also represented and influenced other unions, led the Independent Ceylon Mercantile Union. A former middle-level civil servant led the Government Clerical Service Union. The Ceylon Communist Party was headed by Peter Keuneman, an economist, who was also the leader of the local Communist Party (ibid., 1967: 27-28).

In case of Pakistan, Dr. A.M. Malik, a physician became a professional leader in labour front. Eastern Pakistan Trade Union Federation (EPTUF) was formed on the 28th of September 1947, the first and most representative organisation of the workers in the then East Bengal. Dr. A.M. Malik decorated the post of President, Faiz Ahmad as Secretary, Nepal Nag, Mohammad Ismail and Mohan Jamadar as Vice-President and Anil Mukherjee and Gour Barman as Assistant Secretaries. Most of the top rankings were professional leaders. Jogendra Nath Mondal was the first labour minister of Pakistan and Dr. A.M. Malik was the labour minister in the East Bengal cabinet of Khawaja Nazimuddin. Later on when J.N. Mondal

left Pakistan permanently Dr. Malik was sworn in as Central Labour Minister (Ahmad, 1978: 32-34).

Another important professional leader was Kamruddin Ahmad. He was associated with labour movement since 1945. He was elected President of the Post and Telegraph Union (Dhaka Branch) and R.M.S. employees' union, Dhaka in 1945. In 1947, after independence he was elected President of the All Pakistan Post and Telegraph Union. He was also elected President of the East Pakistan Railway Employees' League, Dhaka Branch in 1948 and elected Vice-President of the All Pakistan Trade Union Federation (APTF). He was also elected President of the East Pakistan Federation of Labour in 1950 and continued as its President until 1955. He attended tripartite labour conference and I.L.O. meeting in Havana and Geneva. He was politician eminent author and joined the Diplomatic Service of Pakistan in 1956 too.

There were other professional leaders, e.g., Faiz Ahmad, S.M. Sulaiman, B.A. Bakhtiar, Chowdhury Rahamatullah, Abu Syed Anwar, M. Suleman (Chandpur), Aftab Ali, Khatib, Mirza Ibrahim, A.R. Sunnamat, Dinen Sen, Samar Ghosh, Gholam Murtaza, Mahbubul Haque, Umar-Din, Nurul Huda, Aswani Dev, Anil Basak, Fazal Elahi Qurban, Ramesh Chandra, Narayan Das Bacher, J. Bukhari, M.A. Khan, Prof. Sibdas Ganguly, Abdul Ghafur, C.P. Dave, Mubarak Sagir of both East and West Pakistan. These people contributed a lot to the development of trade union movement of the country. Some political leaders used to have close contact with the workers to mobilise support of the workers for their party. Abdur Samad of Awami League and Muhammad Toha, both members of East Pakistan Assembly were entrusted with the task of organising labour movement. Mirza Ibrahim was working in close collaboration with National Awami Party (NAP), good organiser in the labour field. In East Pakistan NAP had organised a labour front in the name of Pakistan Mazdoor Federation (Ahmad, 1978: 40).

The story of Bangladesh is also same. Mrs. Shahjahan, Saifuddin Manik, Aftab Ali, Qazi Zafar Ahmad, Abdul Mannan, Oli Ahad, Ruhul Amin Bhuiyan, Haider Akbar Khan Rano, Sirajul Hussain Khan, Maulana Saidar Rahman, A.B.M. Mohiuddin, S.K. Pal, Dewan Sirajul Hussain, Ashraf Hussain are the leading union leaders of Bangladesh. They mostly do not belong to the working class. But they have adopted trade unionism as career.

which is not congenial for the growth of the movement. Still it is in practice in Bangladesh. As the very few of the workers have the training, education and information which would enable them to bargain effectively with employers of private sectors and bureaucrats in public sector corporation (Ismail *et al*, 145). However, in order to overcome the problem in industrial policy of 1991 suggested that the office bearer of trade unions can in no way becomes persons other than factory workers and from political influence. So it clearly indicates to disassociate workers from politics (Mondal, 1992: 17). In India, legislation was reportedly pending in 1962 that would prohibit outside leadership among Government employee unions; in Pakistan, outside leadership has been limited to 25 per cent of any given union (Millen, 1967: 28).

So the practice of becoming leaders from outside the industry was a common affair since the very beginning. Since the outsiders controlled the unions, the leaders did have little knowledge regarding the plights and the conditions of the workers and little they could do for the betterment of the workers. What actually they tried to do was that they only tried to fulfil their own interests while the interest of the working class were almost neglected.

Political involvement of unions is found not only in Bangladesh; but it is prevalent more or less in other countries of the world also. Though politics is the secondary activity, when they fail to protect the vocational interest of its members by negotiation and consultation, the unions enter into politics (Roberts, 1962: 67).

The following are the common causes of conflict between unions at plant level in most of the cases:

- (a) Multiplicity of plant unions and rivalry amongst them appear to be the result of management's orthodox notion of keeping its working class under control if necessary by favoured treatment to one group of workers and their leaders over others.
- (b) Heterogeneous working class population.
- (c) Influence of outside leaders.
- (d) Arrogant attitude of trade union leaders and workers (Rahman, 1968: 91-92).

Though the IRO 1969 has restricted the outside leaders, to be the officials of basic trade unions especially the different political parties have a definite impact on multiplicity of trade unions which leads towards rivalry of unions in plant level and in the country as well. The rank and file leaders of basic trade unions were under the direct guidance of different labour leaders

of different political parties and professional trade unionists under the erstwhile Act.

The ruling govt. extends support to a particular working group to achieve their political ends, which makes the inside leaders of basic unions to be oriented to political party in power. This is the practice of almost all the parties in power especially in developing countries like Bangladesh. Thus the most leaders of basic unions have affiliation to different political parties. This unfair practice makes the union leaders corrupt, disobedient and unsullied as they have support of the party in power. Then they became more interested and active in extending their political base over large membership rather than mitigating problems of the general workers (Taher, et al, 98:99). So there is clear-cut division between the trade unions backed by the management and ruling party and trade union with opposite parties. This vitiates the atmosphere for the healthy growth and development of trade unions. This vicious circle of political unionism, multiplicity and rivalry among the trade unions, low membership, unsound finance, lack of welfare work, weak collective bargaining, preoccupation with litigation and strike, victimisation, short falls of labour laws are the major bottlenecks of trade union activities in Bangladesh. Here the majority of the unions are very small sized and plant based. Not only in post-liberation period the design has been in practice from Pakistan period (Rahman, 1969: 33). Rahman says that most of the unions in Pakistan have so far been organized on the basis of 'Plant' or 'establishment'. It may be termed as 'plant unions' or 'house unions' rather than industrial unions proper (Rahman, p. 33). The multiplicity of unions which are financially weak and managed very poorly, conflict of leadership in particular plant and national level also cause serious problem to develop a strong trade union movement in Bangladesh. The growth of the number of registered trade unions and their members in Bangladesh is shown in the following table.

Table 1.1: Growth of Registered Trade Unions and Their Members

Year	Total Number of registered trade unions	Total number of members of registered trade unions	Increase in number of registered trade unions %	Increase of the number of members %
1949	74	98543	100	100
1949-71	1160	450606	1567.57	457.27
1971-97	5319	1793074	458.33	397.23
1947-97	-	-	7187.84	1819.59

Source: Department of Labour, Government of Bangladesh, 1999.

From table 1.1 above, it is evident that there has been a rapid increase in the number of registered trade unions as well as in terms of number of members of these unions.

1.3. Objectives of the Study

The broad purpose of the study is to investigate the characteristics of the trade union activities in Bangladesh during 1947-2000. The specific objectives of the study are as follows:

- (a) To know the trends in performance of trade union movement in Bangladesh during 1947-2000.
- (b) To identify the socio-economic development of industrial workers and their participation in trade union activities.
- (c) To analyse the growth and development of trade unions and their membership in jute mills of Bangladesh during the period.
- (d) To assess the impact of trade union on production and productivity of jute mills in Bangladesh.
- (e) To evaluate the practice of human assets management, in the context of the employee morale, motivation and job satisfaction and industrial relation in the context of the Jute mill workers in Bangladesh.
- (f) To assess the management performances of the Jute mills and locate the impact of trade union activities on it during 1947-2000.
- (g) To evaluate the socio-economic background of trade union members, their attitude towards management and its impact on growth and development of the Jute mills in Bangladesh.
- (h) To pinpoint basic managerial efficiency of the Jute mills in Bangladesh and its relevance to trade union activities.

Thus the purpose of our investigation is to evaluate the attitude of workers towards trade union workers and trade union leaders. Trade union leaders' experience with the management and the toiling masses has come out through the exclusive interview with them. Finally, on the basis of data collected, we have to assess the performance of trade union activity on the jute mills of Bangladesh.

1.4. Research Hypotheses

The following hypotheses have been formulated out of the extensive review of relevant research studies done earlier in the context of the trade union activities in Bangladesh.

- (1) The first hypothesis that we would like to test is that there is a positive correlation between trade union activities and productivity of the jute mills. This suggests that trade unions can better help the management if the management is labour friendly. This enhances the level of production of the respective jute mills. We would like to test this hypothesis taking data from the two private sector jute mills. The testing of this hypothesis is purely data based and does not depend on the wishes of the researcher.
- (2) The second hypothesis is that there is significant variation in socio-economic development of workers of the jute mills due to variation in trade union activities among the jute mills in Bangladesh. This hypothesis is again based on the data collected for our purpose.
- (3) The third hypothesis is that employees' 'morale, motivation and job satisfaction are closely related to trade union activities. The testing of this hypothesis again is based on the data collected from field survey.

1.5. Methodology of the Study

As is evident from above, the present study is, in part, based on the existing literature and secondary data, and in part, on field survey. To find out the trends in the performance of trade union activities and its impact on industrial production, productivity, managerial efficiency and socio-economic development of industrial workers with special focus on jute industry in Bangladesh, we shall draw on the existing literature and secondary data. For secondary data we have heavily relied on the availability of books, periodicals, govt. reports, Bangladesh Jute Marketing Corporation, the Bureau of Business Research, Bangladesh etc. For the literature and secondary data we have used the resources of the library of the University of North Bengal, the National Library, Calcutta, Library of the V.V. Giri National Labour Institute, Noida, U.P., Bangladesh National Library, Dhaka, Divisional Library, Rajshahi, Rajshahi College Library, Library of the Rajshahi University and Varendra Research Museum Library, Rajshahi, Bangladesh Development Studies Library, Dakha, ILO Library, Dhaka and Bangladesh Institute of Labour Studies (BILS).

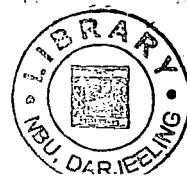
As regards the methodology of the survey of trade union members and officials, a detailed statement is made below:

- (i) **Universe of Study:** The universe of study is the whole of Bangladesh.

- (ii) **Sampling Frame:** Three types of sampling have been done, viz., the stratified, the purposive and the random sampling.
- (iii) **Sampling Procedure:** Field survey has been conducted through three sets of questionnaires. The first set has been used for trade union members. Data have been collected from the plant level managerial personnel through the second set of questionnaire. Third set of questionnaire has been utilised to gather information from the trade union leaders of the respective jute industries.
 For different types of information we have collected materials from four jute mills. Of these, two jute mills are privately owned and managed and the rest two are nationalised. The private sector jute mills we have selected are AJAX Jute Mills Ltd. established in the year of 1965 and Mohsin Jute Mills Ltd. established in 1969, Comparatively AJAX Jute industry is bigger than the Mohsin jute industry in terms of production units and the employment of labourers. The AJAX jute industry is located in Mirer Danga, Daulatput, Khulna of Bangladesh and also the Mohsin jute industry is in Siromani, Khulna. The two nationalised jute industries are Jessore Jute Industries Ltd. established in (1970) and Rajshahi Jute Mills Ltd. (1968). Of these two jute mills the Jessore Jute industry is bigger than that of Rajshahi Jute industry in terms of capacity of production and the volume of workers engaged in the production. To select two jute mills from each sector (private as well as nationalised) we have first stratified the jute mills into two groups big and small. Obviously, we have purposively selected one bigger and one relatively smaller jute industry from the strata of privately managed group of industries. Similarly, one relatively bigger and one smaller jute industries have been chosen from the nationalised jute industries following the same procedure.
- (iv) **Tools and Techniques of Data Collection:** Data have been collected by the researcher through questionnaire by personal interview with the relevant respondents.
- (v) **Data Processing:** After the collection of data, these were processed through relevant statistical calculation manually by using calculators and also through computer. The tools used for analysing data are tabulation, simple frequency counts, simple averages, percentages and some statistical tests.

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1.6. Review of Literature

Rahman (1967) in his unique study of late sixties on Organised labour and Politics in Pakistan context that trade union movement is a much more accepted phenomenon today than it was in the 18th or early 19th century. We find friendly societies or associations catering to the economic and non-economic needs of a group of people having similar needs and problems, much before the appearance of the trade union in its modern meaning and form. Trade unions, as we understand them today, are, however, a creation of the industrial revolution which made direct contact between employee and the employer almost impossible. The author explained very critically the link between trade union and politics. Despite the link main objective of the paper is to present a picture of the political factors, in general, and the political happenings in particular, through which the movement had, and still is to, pass.

Rahman (1969) authored the article on trade union Management and Leadership in Pakistan with the development of industry and commerce, the country having more and more workers under the fold of trade unions. In any major industrial city of Pakistan people will come across trade unions that have been formed to look after the interest of the workers. In this article an attempt has been made to analyse how these unions are managed and what type of leadership is available for the management of these unions. According to Rahman efficient trade union management needs dedicated leaders, and these leaders should preferably come from the rank and file who were expected to be in better position to understand the problems of their fellow workers. The attitude of the employers should also be changed regarding the existence of the trade unions. Trade unions should be accepted as a reality and considered as a cooperating agent in the production process.

Rahman's (1969) paper throws some light on the structures of trade union organisation in Pakistan. To make the discussion vivid and comprehensive he has touched upon the stature of unions prevailing in some developed countries of the West, especially in United Kingdom and United States of America. First he has discussed the types of trade unions. Then he has shown very nicely why craft union predominated for a long time in the West, specially in the United Kingdom, and in Pakistan the trend was towards industrial unionism. Most of the unions in Pakistan have so far

been organised on the basis of plant or establishment. So these are plant unions, or house unions, rather than industrial unions in proper. Therefore the most of the unions in Pakistan are very small, so their success or failure depends upon their own individual efforts. In many a firm there would be found more than one union, resulting in conflict and bitterness among the rank and file. The multiplicity of unions is accentuated by the existence of multiple industrial and national federations, which are guided, directly or indirectly, by influential political leaders.

Chowdhury (1983) in his study says that disputes are part and parcel of industrial life, which may arise out of differences among the actors on several matters prominent of which are substantive matters. There are also ways of handling disputes, which at time may be variance with the state. These and other related issues have been discussed in this paper.

Alam (1983) in his study has reorganised the hard fact that disputes can never be avoided, they can only be resolved as and when they occur. Different methods have been evolved over the course of time for settling industrial disputes and different countries have applied them in varying degrees. The methods used for the settlement of industrial disputes in Bangladesh are collective bargaining, conciliation, arbitration and adjudication. The present form of many of the legal provisions concerning the aforesaid methods is practically the sequel of many ups and downs that occurred in the past in the Government labour policies and labour laws. The study, therefore, mainly attempts at highlighting and depicting the various legal provisions on settlement of industrial disputes as per their development perspectives. The author has also made an attempt to show how the various paradoxes and faulty acts within Governmental measure.

Bhattacharjee (1985) has made an attempt to examine some theories of industrial unrest, focus on the dynamics of unrest in selected South Asian countries and identify some relations pertaining to unrest. Available data show that the phenomenon of unrest has been common to India, Pakistan, Bangladesh and Sri Lanka under review. There were variations in the intensity and magnitude of industrial unrest from year to year in the countries. The cause wise analysis of unrest in the country indicates that wages was one of the factors influencing unrest, but this was not the only factor responsible for the same. The study shows that the issue of wages is one of several factors contributing to industrial unrest, but neither the

consumer price indices nor the change in the real wages substantially influences the intensity of labour unrest in the given labour surplus economies. The variation in the intensity of unrest depends on the complex set of socio-economic and political factors.

Saha (1986) in his study has tried to present two things very nicely. First, research has been made so far in the field of raw jute and jute manufacturing industry of Bangladesh and the second, the development of jute industry with its different problems and prospects. Research on jute was started in the year 1900 at Dhaka with the appointment of a fiber expert committee on the recommendation of the Royal commission on agriculture. The jute research institute was established at Tejgaon, Dhaka in 1957. Since then good number of research has been made on raw jute and matters relating to jute industry of Bangladesh. The object of the present study is to evaluate the most noteworthy studies to arrive at a definite conclusion about the major problems on the survival of the jute industry in keen competition with the synthetics substitutes and other jute goods exporting courtiers.

Khan (1986) in his paper examines the attitude of the Government towards industrial workers through a historical analysis of all the labour policies declared so far basing on the political and social changes that occurred in the Bangladesh territory. This analysis has been made over three distinct time spans, e.g. the British, the Pakistan and the Bangladesh periods. Having summarised the declared labour policies of the Government in each time phase the paper has attempted to identify the extent to which those policies have been related with the labour laws for implementation. It has been pointed out in this paper that while there was no formal policy regarding labour in the British period, the whole of Pakistan and Bangladesh periods labour policies have been declared in different times. But very few of those were in fact implemented in truest form.

Siddique (1989) tried to identify the main factors that had contributed to the development of the industrial relations system in colonial India. Special attention has been given to the role of the colonial Government in the development of the industrial relations system in India. The author has focussed more in this paper on the issue that the colonial Government had followed a policy which would have best served the interest of the 'home' country, i.e., the imperial power in setting the industrial relation system in colonial India. Moreover, he has mentioned that most of the early capitalists

in colonial period were 'foreigners', who belonged to the ruling class. As a result, the relationship between the workers and the owners of the industries was one of 'servant-master' rather than employer- employee.

Khan (1990) believes that under the system of modern management the relationship between trade union leaders and management is important. Such relationship stands as a pre-condition to the advance of harmonious industrial relations in general and trade unionism in particular. In a backward and poor country like Bangladesh, ruled by undemocratic regimes for a long time, such precondition is absent. Absence of democratic practice, both at the enterprise and national levels, leaves little scope fore trade union leaders to maintain close links either with the rank and file or the management. The often-used practices of victimising and/or bribing popular leaders of trade unions have rendered most of them quite ineffective to their ultimate cause. So a true democratic environment is required for the emergence of right type of trade union leadership.

Bhuyan (1991) holds the view that the healthy growth of trade union movement in Bangladesh is faced with numerous problems created by the successive regimes not only through promulgation of various ordinances and undemocratic labour laws but also by forcible occupation of the existing trade unions in Mills and factories. According to Bhuyan, the healthy growth of a democratic movement depends mainly on two factors: (a) internal strength of the trade union organization and (b) external environment favorable to trade unionism. Internally, trade union organisation and movement in Bangladesh suffers from many inherent weaknesses or limitations. Most of the workers are illiterate, unorganised and of poor background. Approximately 8% of our workforce is employed in the organised sector of our economy. The majority of the workers are engaged in agricultural sector. They are mostly unorganised or organisationally weak and so poor that they cannot even protest against their employer and the exploitative socio-economic structure of the society as a whole. Disunity and disintegration is the main problem of our trade union movement. Disunity cannot be wiped out so long as inequality of income and wages exist between different categories of workers working in organised and unorganised sectors of the country.

Chakma (1991) in his study has tried to examine the validity, in the context of Bangladesh, of the popularly held belief that workers in the

developing countries lack commitment to industry. His study finds that workers are fairly committed to industry. If we take the respondents of this study as representative of the total industrial labour force of Bangladesh, we may say that most of the workers in Bangladesh are either highly or moderately committed to industry. Workers' socio-personal factors like age, education, rural urban background, nature of employment, occupational background, length of industrial work-experience, and family attachment, have significant relationship with commitment. Factors like marital status and dependency load, however, have nothing to do with workers commitment. The author has pointed out a very interesting observation that there has been a negative relationship between education (level) and commitment. The ideally committed industrial worker in Bangladesh a bit older, has had little or no education, was born and brought up in an urban environment, has a background of urban or industrial occupation, has a fairly long industrial work experience and lives along with his family members in and around the place of work.

Hussain and Haque (1991) investigated the socio-economic background and characteristics of trade union leaders, particularly in the cotton textile industries in Bangladesh. The author has made an attempt also to see their political liabilities as well as their honesty and sincerity to union activities. The study reveals that there is significant influence of age, experience, skill, education, marital status, family size, locality and political abilities on union leadership at the basic union level. However, it shows no significant impact of training on union leadership. Most of the union leaders at the enterprise level assume leadership without much educational preparation in Bangladesh. It is found that most of the union leaders have direct involvement with political parties and they lack sincerity and honesty to the interest of the workers and enterprise as well. The above picture of the union leadership, though cannot be treated as a complete one of the country, appears to be frustrating no doubt and need taking early steps to check the further deterioration, so that unfailing remedial measures may be taken to improve the qualities of union leadership at the enterprise level and thereby ensuring an effective growth of strong and viable trade union leadership in the country.

Khuda and Barkat (1992) have shown in their paper that the labour force in Bangladesh has been rising from 9.6 million in 1901 to 50.7 million

in 1987. This trend of accession of the labour force varies in case of male and female in the said period. The male labour force increased by over three times during the 1901-89 periods, whereas the female labour force registered an unbelievably high growth rate in 1989. The very unprecedented increase in female labour force in 1989 is primarily due to a change of definition of what constitute an "economic activity". Furthermore, the problem of over reporting cannot be ruled out. In comparison to other countries, the female labour force participation rates at the younger age are quite high in Bangladesh. This signifies a sheer wastage of potential quality of manpower, necessary for economic development of the country. The increased rate of females has not been pronounced in any industrial group, except manufacturing. Much of the increase in manufacturing has resulted from increased female employment in garment industries. A handsome number of the non-agricultural labour engaged in Bangladesh is still traditional. This is especially true in case of females, large portion of whom are engaged in domestic services.

Karmaker (1992) in his paper has explained and identified possible measures to improve the system of the quality of working life in the industrial sector of Bangladesh. The Quality of Working Life in an industrial sector has been assumed to be the result of a complex set of three components viz., industrial welfare measures, industrial democracy and wages related measures. The Quality of working life has received enthusiastic support from managers, workers and government agencies in both developed and developing countries. The issue of improving QWL is yet to draw the due attention of the concerned agencies in Bangladesh. This paper also aims at reviewing the indicators for measuring QWL, evaluating the same in the industrial sector, and identifying possible measures to improve the system of the Quality of Working Life in the said sector of Bangladesh. According to the author, to improve the issue of QWL interactions amongst the parties are very important. Concerned parties should sit together to ensure that the decisions of the sitting or meeting are given effect to in the spirit of tripartism. Tripartite actions are very much essential to make the programme a success. It is clear from the study that the QWL, among other factors, is directly associated with minimum wages guaranteed to all working people irrespective of occupations taking cost of living into consideration.

Khan (1992) opines that the term 'conflict' is very common in industrial arena. It is a necessary evil of an industrial society; rather we can say industrial conflict is a two-sided coin. Modern researchers believe that just as the level of conflict may be too high and require a reduction, it may also often be too low and in need of increased intensity. A moderate amount of disputes, if managed properly, may have a positive contribution to productivity. The author says that too much industrial dispute is detrimental to social and economic progress, but too little of it may lead to stagnation.

From this study it is revealed that post liberation period in Bangladesh was found to be more conflictual than that of the pre-liberation period. Turning exclusively to the post-liberation era, a comparative analysis was made to see the trends of industrial disputes over different ruling regimes. Each consecutive regime of the post-independence Bangladesh was found to be progressively conflictual over the previous one. That meant that Bangladesh Nationalist Party (BNP) regime (1976-81) was more intense in disputes than the Awami League (AL) regime (1972-75) and the Jatiyata Party (JP) regime (1982-89) was more intense than the BNP regime. Dispute patterns and intensities during the present democratic regime could not be examined due to its shorter duration on the one hand and non-availability of data on the other.

The author explained the differences of intensity of conflict in different regimes as follows –

The AL Regime was the first regime immediately after liberation. Sheikh Mujib, the then head of the regime, declared that it would not be possible for the government to give anything for the people for the next three years, and in line with the declaration, workers were also mentally prepared not to manifest some of their demands as a price for independence. National Emergency was also in force in 1974. All these factors might have accounted for the relatively lower intensity of disputes in Bangladesh during the A. L. regime. Worsened economic condition in the past coupled with political liberation might have accentuated the dispute intensities in the BNP regime. The highest intensities of disputes in the JP regime might be explained in terms of workers protests against martial law and its restrictive measures in the initial years, country wide movement for workers' interest led by SKOP (Sramik Karmacheri Oikay Parisad) and frequent political movements in

consonance with strikes and cartels in mills and factories in demand for the removal of autocracy.

Karmaker (1992) has done a study on factors influencing Industrial Relations System (IRS). The author first defines the industrial relations system concept. Next he opines that most of the studies have been done in the context of highly industrialised nations. The review of these studies indicates that the problems were approached mostly ignoring necessary interconnected components of the system of industrial relations operating in developing nations. Industrial relations include not only labour management relations within the plant, but also those relationships in community and society, which grow out of the labour management relationship. In fact, the climate for optimum industrial relations depend on interaction of employers, employers and state whose behavioral patterns are governed by a number of inter connected and interdependent variables. Thus, a broader framework of industrial relations is the complex of influences, which play their role in setting the pattern of industrial relations system.

Saha (1993) in his paper presents a comparative analysis of human resource management (HRM) practices between China and the West (i.e., primarily Canada and the United States.) It contends that research into international HRM practices should incorporate the combination of work environment and organisational characteristics of target countries in order to ensure a more complete understanding of the similarities and differences that may exist between countries. The author feels that though human resource management is a well-organised field of study, it is not the case in China. Very little is known about Chinese management of human resources. The analysis of Chinese HRM practices that has been presented in this paper required more than two years of information collection from diverse sources. China is a vast country and its linguistic and cultural diversity makes it a difficult subject for investigation. Despite so many limitations the author presented a scholarly article of worth reading for the scholars.

Khan (1993) in his theoretical analysis has shown that every industrial conflict may have unique dimensions of its own, and as such its resolution may be subject to some contingent conditions which may vary in number as well as in magnitudes from one case to another. Basing on the available literature on the subject, this paper attempts to make a theoretical analysis of these contingent variables. It has argued that once one is well

aware about these conditions, one should be able to properly assess the conflict situations and then use appropriate institutional methods aimed at their constructive resolution.

Taher's (1997) study attempts to examine the conciliation machinery (CM) in Bangladesh. The findings of the study, which are based, both on primary and secondary data, reveal that the performance of CM is disappointing and also played an effective role in the dispute settlement. Though the CM plays a very effective role in the settlement of industrial disputes, the failure ratio (i.e. type of settlement made in conciliation) of the conciliation sessions has increased enormously that leads to bitterness among the concerned parties this is damaging industrial peace, progress and productivity. Finally the paper has given some suggestions for improving the effectiveness of CM in Bangladesh.

Moniruzzaman and Parveen (1997) in their study on the functioning and effectiveness of collective bargaining in Bangladesh have introduced collective bargaining as an essential component of its industrial relation machinery from the very beginning of its industrialisation. Though the contribution of collective bargaining process has been significant in the country, it's functioning and effectiveness is still far from exception. The following factors are responsible for poor functioning of collective bargaining: (a) Lack of proper education and training of bargaining agents, (b) multiple trade unionisms, (c) inter union rivalries and (d) politicalisation of trade unionism. The study suggests some steps, which may improve the present state of collective bargaining, thus paving an avenue for industrial peace.

Nurullah (1985) has done another study on the "Pattern of Trade Unions in Bangladesh". The paper analyzes the organisational pattern of trade unions in Bangladesh. The study specially focuses on the size, concentration, type, management, leadership, negotiation, relations to other unions and finance at various levels. He has also made an attempt to discuss the legal aspect of a trade union organisation. The author has found that the majority of the unions in Bangladesh are very small sized and plant based. This pattern of union organisation is, to some extent, responsible for the multiplicity of unions which are financially weak, poorly managed and above all, inclined to be biased and influenced by outsiders, those who have no relation with the working people.

Nurullah (1995) in his study looks into the industrial relations system in the public sector textile enterprises in Bangladesh focusing on some important formal issues: collective bargaining, dispute settlement and grievance handling, labour management participation, and role of labour welfare/employee relations service. The author also attempts to study legal aspect of the issues in shaping the industrial relation system. It is revealed from the study that the working condition at the enterprises under the Bangladesh Textile Mills Corporation (BTMC) the legal provisions of labour welfare were not being properly maintained. The study of industrial relations system in the public sector textile enterprises further reveals a conflicting relations environment. Though there was legally limited scope for collective bargaining, it happened that BTMC management negotiated bargainable issues and entered into agreement with trade union federations. The Government mediation was frequently used in setting disputes between the corporation and trade unions where industrial action was prohibited.

Sengupta and Moniruzzaman (1997) in their study have made an attempt to review the trends, causes and impact in industrial disputes in Bangladesh. The important feature of the industrial relations in this country revealed by data is that no correlations exist between the figures relating to the number of disputes, workers involved, and man-days lost due to these disputes. The main causes of disputes are wages, bonus, poor working condition, suspension and dismissals, even retrenchment. A production and wage loss due to dispute is not ignorable as Bangladesh is a developing country with a low G.D.P growth rate.

Taher *et al.* (1998) in their study have found that multiplicity of trade unions (MTU) is a normal phenomenon of industrial society of Bangladesh. It exercises significant influence on industrial relation. This study indicates that MTU is the outcome of excessive interference by political parties who are interested to increase their influence in the area of trade union politics. It is also evident that most of the trade union leaders try to perpetuate leadership by virtue of their strong political affiliation particularly ruling party without any approval or consent of workers. Contemporary situations prevailing in the field of trade unions in Bangladesh, reveal the fact that MTU is detrimental to the interest of the workers. Finally, the study suggests some measures for nourishment and flourishing of trade unions in the truest sense of the term.

Fryxell and Gordon (1998) have examined the extent to which work place justice and job satisfaction predicted (happened to) with union management. They defined work place justice in terms of the procedural and distributive justice afforded by an organisation service system and, more generally, in terms of beliefs about a moral order in the work place. Multivariate analyses were used to test a number of hypotheses about the relationship among measures of institutional satisfaction, job satisfaction, and work place justice. The amounts of procedural and distributive justice afforded by a grievance system were the strongest predictors of satisfaction with a union, whereas belief in a moral order at a work place was the strongest predictor of satisfaction with management.

Jose (2000) in his unique study has made some important observations regarding the future of labour movement in developing countries. The changing socio-economic and political environment of developing countries necessitated the adoption of new approaches and strategies on the part of the trade unions to make them able to contribute substantially towards dynamic and equitable growth. He has presented the on going trend towards liberalisation and globalisation which has thrown up new challenges to unions especially in developing countries for playing a meaningful role in society as well as opportunities for the same. In this situation the author has prescribed a revision of the traditional role of trade unions, the impact of changing work environment on unions and their responses to the same, with special emphasis on the different socio-economic, political and geographic settings of unions all over the world. The author further highlighted some key issues relevant to the future labour movements with particular reference to developing countries world over.

The author has made an attempt in this paper concerning the priorities of the labour movement in developing societies, which may be summed up as follows. A politically important option in the years to come will be to build on its established role in safeguarding social cohesion. This implies a strategic orientation to the long term goals of security, equity and justice for all in the labour world. The above goals can be achieved through redistributive transfer, specially aimed at correcting income inequalities and raising the level of social consumption and standard of living. All the strategies for achieving the goals need to be anchored in the mobilisation of diverse nature of interest groups in society on a political tent. An enduring

position for the labour movement in developing societies means a relentless pursuit of the redistributive agenda.

Ali and Shams (2000) have done a study on the impact of trade unionism on wage, employment and work environment in the manufacturing sector in Bangladesh. Existence and nature of association between wage-labour productivity and employment labour productivity relation in an industry, on one hand, and nature of firms (unionised or not, state owned or private) on the other have been examined. The role of Government and political parties has also been considered. This paper suggests on the basis of the findings that trade unionism, in general has no positive impact on wage and employment in the manufacturing sector. Some apparently positive effect of trade unionism that was discerned in state owned enterprises appears to have waned in the recent past. Role of trade unions in creating anti-production environment seems to have been exaggerated. This paper also suggests that political parties in power and parties in opposition have to take their share of balance for the industrial unrest in Bangladesh.

Mishra (2001) opines that globalisation is coming up as a concept for opening up of the domestic economy and integrating it with the global economy. While the ongoing process of globalisation has created enormous opportunities in terms of accelerating the flow of international trade and investment as well as a rapid increase in the pace and scale of information exchange resulting in the emergence of a global market for investment finance, it has thrown up daunting challenges essentially arising from the denial of benefits of globalisation to large sections of people and regions leading to gross inequities in the access to the emerging opportunities. This study discusses the social and economic implications of globalisation and maintains that this is coexistent with the preservation of the rights of labour since a healthy and productive work force is a prime requisite for ensuring a strong and competitive economy.

Some important books reviewed:

S.G. Panadikar's (1933) book *Industrial Labour in India* is a valuable and authentic book on labour in India. He has discussed the progress of industries in India in brief. Demand and supply of industrial labour in India have been discussed with due attention with the progress of industries. He has given special attention on labour in textile factories, in transport sector,

mines and plantation. With conditions of employment. The author has given a special focus on the migration of labour from one state to another with its economic and social implications. There is a brief history of protective labour legislation and the programme of further protective labour legislation. He has also discussed the trade union movement, wages, health-hygiene, welfare and the industrial relations prevailing in India at that time.

In *Trade Unionism and Labour Disputes in India* (1935) has presented a brief history of trade union movement in India from the very beginning with a background of agricultural labour. He has depicted the history of conflict between capital and labour in detail. Laws relating to trade unions and their implications and the right to combine have been discussed properly. The process of investigation and settlement of disputes have taken into discussion with due attention. Special attention has been given on the Ahmedabad Textile Labour Association. Moreover there is special discussion on different Acts related to labour and their interest.

V. V. Giri, in his book, *Labour Problems in Indian Industry* (1962) has depicted the historical background of trade union movement. Different stages of development and salient features of Trade Unionism in India, industrial relations, system and reconciliation machinery for the settlement of industrial disputes and the labour legislations passed in different times and their implementation in industrial sector have been discussed in this book. Further he has given a stress on rationalisation and need for rationalization in India, national wage policy, minimum wage, living wage and fair wage, role of ILO regarding wage and social security package, industrial safety, health, hygiene and welfare in India.

In *An Introduction to Trade Unionism*, Cole (1962) has presented conceptual framework of Trade Union and their organisation specially focusing the British context with modern world as well. He has discussed carefully the type of trade unions, effectiveness of collective bargaining, legal aspect of trade union and the trade union involvement in politics.

B. C. Robert's book *Trade Unions In a Free Society* (1962) studies the organisation of labour in Britain and the U. S. A. in two parts, first one is union in Britain and second one is union in the U. S. A. The book is well written on British and American trade union scenario. In the first part, he has discussed trade union and wage problems, trade union and politics, trade union structure and organisation in British context. In second part, he

has analysed the structure of union organisation, union democracy, wage bargaining and the control of inflation, industrial relations and unions and politics in the U. S. A. We can have a clear picture of trade union activities of the U. K. and the U. S. A. from this book.

A. S. Mathur and J. S. Mathur in their book *Trade Union Movement in India* (1962) depict nicely the evolution of trade union movement in India. They have discussed very systematically the origin and development of trade union movement in India and the obstacles to the growth of trade unionism with the extent of unionism. Moreover in a short span the authors have covered a vast country like India. Indian trade union structure, national dedications have also been discussed carefully. Laws relating to trade unions, source of trade union finance, collective bargaining method, legal enactments, trade union leadership, trade union and politics and some valuable observations have been portrayed vividly with due attention.

In the book *The Role of the Trade Union In Developing countries: A Study on India, Pakistan and Ceylon* (1963), Ronald D'Costa has presented a comparative discussion of trade unionism of East and West. He has especially tried to focus on the salient features of British and American trade unionism in brief. Not only he has pointed out the differences and similarities of Asian and Western unionism but also has discussed the trade unionism in the developing countries, specially India, Pakistan and Sri Lanka and some selected Asian Countries. Special attention has also been given on labour legislations, attitude of Government, Employers' attitude, collective bargaining and labour welfare activities.

Karnik V.B.'s book *Indian Trade Unions: A Survey* (1966), is a unique work concentrating on India's trade union movement from its inception to mid-sixties of the last century, with problems and prospects. The author had specially highlighted the emergence of communists and the rift between communists and non-communists (nationalists) in the labour politics and national politics as well. He has also discussed the disunity and disintegrity within Indian trade union movements and later on the process of unity too. Second World War and its impact, post-war developments of labour movement had taken up very carefully.

Shiva Chandra Jha's (1970) book *The Indian Trade Union Movement* has dealt with very carefully the theories of Trade Union Movement, e.g., Marxist Theory and other theories. The other theories have been categorized

as (a) British School – Sidney and Beatrice Webb, G.D.H. Cole, Harold J. Laski, (b) American School – John R. Comons, Selig Perlman, Robert F. Moxie, Frank Tarnenbaum, (c) Indian School - Mahatma Gandhi, Ashok Mehta. The author has also discussed the origin of capitalism and discussed trade unionism with different periods phase wise with critical analysis.

G. K. Sharma's book *Labour Movement in India: Its Past and Present* (1971), has undertaken a tough task of explaining the origin, growth and transformation of the Indian working class. He has tried to focus the salient characteristics and peculiarities of labour movement in India. He has also given a detailed phase-wise picture of labour movement since 1875. He has also discussed trade unions in India since its inception to sixties of the last century with types of Indian trade unions, federation of trade unions and pattern of organisation and structure of trade unions. Moreover the author has tried to analyse the relation between state and trade unions in India and in other countries.

Panchanan Saha has written a unique book on *history of working class movement in Bengal* (1978). It is a beautiful work on the emergence of working class movement since the inception of organised sector of Bengal. He has also discussed the growth of organized trade union movement in India. Discussion on railway workers' struggle especially at Khagarpur and the general strike of jute workers have been focused in this book. Strike movements during 1936-39 and different aspects of working class movement during and after Second World War have been discussed in detail.

Kamruddin Ahmed's book *Labour Movement in Bangladesh* (1978) discusses how labour class has emerged with the development of plantation industry and other factory industry in Bangladesh. This is the only authentic book on labour movement in Bangladesh. He has discussed trade union movement of undivided India, Pakistan and Bangladesh chronologically. There are also analytical discussions on labour policy and labour legislations. At last he has discussed, in detail, the labour movement of Bangladesh with critical comments.

Harold Crouch (1979) in his book *Indian Working Class* (1979), has shown the relation between trade union and politics specially in the Indian context. He has discussed the relation between trade unions and the working class, trade unions and the state. There is also a valuable discussion on trade union movement of India with the inter-union rivalry, disunity in one

hand and attempts of unity and co-operation on the other. He has also discussed the various aspects of trade unions and politics in India with special emphasis. In appendix II, the author has given a brief life sketch of prominent trade unionism of India. It is really worth mentioning.

Ramanujam G. in his book *Indian Labour Movement* (1986) has narrated the emergence of factory system in India in a lucid language. The author, while tracing the growth of industry and industrial relations, as well as developments in political, economic and social life of India, has relatively given particular emphasis on the trade union movement of the country. He has analysed the growth of trade union movement of India with chronological documentation. He has also highlighted the role of Communist Party of Great Britain, the communist international and the Communists of the country in the growth and development of trade union movement. Special attention has also been given to security of employment, productivity, participative management, productivity linked wages, labour legislations, social security etc.

Basudeb Sahoo's work *Labour Movement in India* (1999) is a unique work on problems and prospects of labour movement in India with special emphasis on Orissa. He has discussed carefully the concept of working class and changing profile of the workers of India as well. There is a beautiful discussion on Trade Union Movement of India and Orissa. There is also a discussion on changing pattern of women employment, problems of child labour and white-collar workers and their organisation.

1.7. Short Overview

The overview of the chapters are as follows:

Chapter I: The Problem

Factory system emerged very late in India and Bengal as well in comparison to western world. So trade union activities started very late with obstinate resistance from both employer and Government in India and other Asian countries. These things have been discussed in this chapter in brief with the definition of trade union. We have also tried to pin point the problems of the trade union movement of Bangladesh. We have mentioned the broad purpose of the study and specific objectives of the study during

1947-2000. Some hypotheses have been drawn out of the extensive review of relevant research studies. We have tried to highlight the performance of trade union activities, its impact on industrial production, productivity, managerial efficiency and socio-economic development of industrial workers with special focus on jute industry of Bangladesh with the help of existing literature and secondary data collected from jute mills on the basis of open-ended questionnaire. Scheme of the work has been mentioned in brief.

Chapter II: Evolution of Trade Union Movement in the Indian Subcontinent During the British Rule

How labours as a class emerged in India and Bengal have been discussed with the gradual development of factory industry with a discussion of how trade union movement came up with lot of pressure from both employer and the Government. Trade union movement has been discussed phase wise, e.g., trade union movement since inception to 1920 to 1930, and from 1930 to 1947 respectively.

Chapter III: Growth of the Movement During 1947-1971

Trade union movement in the areas forming Pakistan in August 14, 1947 started under separate environment and Government. Most of the time the country was under military rule, where democratic environment had been threatened time and again. Under the circumstances trade union movement in Pakistan could not flourish in full swing up to 1971.

Chapter IV: Growth of Trade Union Movement in Independent Bangladesh (1972-2000)

This chapter deals with trade union movement of the sovereign country Bangladesh during 1972-2000. The segregations of the chapter are: the movement from 1972-1981, the movement from 1982-1991 and the movement during 1992-2000.

Chapter V: Performance of Trade Union in Public Sector Jute Mills

In this chapter performance of trade union in Public Sector jute mills has been discussed carefully mainly on the basis of interview schedule for

trade union members (workers), labour leaders and mill executives. On the basis of field data we have tried to evaluate the relation between trade union activities and industrial relation, trade union activities and productivity of jute mills and the relation between employees' moral, motivation and job satisfaction to trade union activities.

Chapter VI: Performance of Trade Union in Private Sector Jute Mills

In this chapter the nature of the study will be same like the fifth chapter. The only difference is that the study is concerned with two private sector mills, namely the Ajax Jute Mills and the Mohsen Jute Mills.

Chapter VII: Summary and Concluding Remarks

This chapter summarises all the discussions in earlier chapters. Conclusions and policy prescriptions have been made finally for the growth of a healthy trade union movement in Bangladesh.

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