

Indian Trade Union: a with Global perspectives SWOT Analysis

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ABSTRACT

A trade union is an organization of workers performing together, who are looking for to protect and promote their mutual interests through collective bargaining. Trade unions are primarily based upon the idea of "class-battle" between the capitalist employers and their workers. Trade unions have three cardinal ideas; cohesion is power, Equality of pay for same work, safety of employment. Trade unions have step by step developed and have now come to occupy a vital place in the modern-day industrial order. They've now grow to be huge institutions; they have now grow to be institutions which are interested in the social, cultural and political development of the country. Nowadays, in the world of globalization, trade union motion is not totally a motion for advancing claims as a movement looking for to increase the fabric wellbeing of its participants however, it has grown right into a pressure which no longer only defends the global, political, social and cultural pastimes of its participants but also incorporates out unique duties affecting enterprising and intellectual people particularly with regard to their career, jobs, salaries, paid vacations, vocational schooling, leisure and health improvement program and so forth at global outset.

Keywords : ICFTU (International Confédération of Free Trade Union), Trade union, WTO (World Trade Organisation)

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INTRODUCTION

Trade union in India is the main instrument for promoting the trade union movement and championing the reason of running class in India. The Madras labor union became the primary prepared trade union in India accompanied by using various trade unions in the Indian business centers [1]. The government of India passed the Trade Unions Act in 1926, which legalized the registered trade Union in India. The Act additionally offers protection to these trade unions towards positive civil and crook cases.

SIGNIFICANT TRADE UNION (TU) IN INDIA

At present scenario, there are various trade unions in India which are engaged in regulating the interest of the workers. The All India Trade Union Congress (AITUC) is the oldest trade union in India since 1945 [2]. It remained the central trade

union organization in India. Some other trade unions in India are:

- *All India Bank Officers Confederation (AIBOC):* It is the premier organization of Bank Officers in India. This TU in India stands apart from the others as it is organized purely on apolitical lines.
- *Hind Mazdoor Sabha (HMS):* It was formed for an independent and free trade union movement in India. HMS is 3rd largest TU in India after the All India Trade Union Congress and the Indian National Trade Union [3].
- *All India State Government Employees Federation (AISGF):* It is a trade union organization which represents state employees and teachers of different states in India.
- *Center of Indian Trade Unions (CITU):* It is one of the main Indian Trade Union that opposes imperialistic

intentions and patronizing interest of the workers.³

- *Trade Union International (TUI)*: It forms a part of the structure of World Federation of Trade Unions (WFTU). It represents the employees from; public sector, telecommunication employees, health services, financial industry and municipal departments of various countries across the world.
- *National Confederation of Officer's Association (NCOA)*: It represents the managerial and supervisory class of the Indian government owned by public units.³

The trade union in India is occupied in protesting against the assaults on trade union rights, elimination of social safety, right to strike, right to collective bargaining, closure of industrial units, and excessive retrenchment of labors, and the endangering increase of unemployment.

INTERNATIONAL CONFEDERATION OF FREE TRADE UNION (ICFTU)

Together with its affiliates, its regional organizations, the Global Union Federations, as well as with non-governmental organizations from all over the world, the ICFTU wages a permanent campaign for the universal respect of trade union rights as guaranteed by the conventions of the International Labor Organization [4]. We defend trade unionists whenever their fundamental human rights are violated because of their trade union activities. We also act against other labor rights violations.

- Between hundred and several hundred trade unionists are killed each year.
- Several thousands are imprisoned, beaten in demonstrations, tortured by security forces or others, and often sentenced to long prison terms.

- Each year, hundreds of thousands of workers lose their jobs merely for attempting to organize a trade union.
- Throughout the world, millions of workers, often women and children are forced to work against their will. The ICFTU fights against forced labor wherever it occurs.
- In many countries, workers are discriminated against political, ethnic, religious or other reasons. The ICFTU attacks governments and employers that are responsible for such situations

TRADE AND LABOR STANDARDS

- The vast expansion in trade and investment particularly in the 1990s has had equally profound effects on labor standards around the world. While some regions have benefited, the negative effects are most obvious in the 850 export processing zones around the world, where minimum labor standards are regularly violated, and trade union organizers are forbidden to enter. On average, 80% of the workers in the zones are young and unorganized women workers.
- 15 million children work to make items which enter international trade. Forced or slave labor is used on a massive scale in some countries to produce textiles, gold, diamonds, agricultural exports and other commodities.
- Concurrently, the World Trade Organization (WTO) has developed unprecedented powers to intervene in what were previously domestic policy concerns. This has been unaccompanied by any social, development, gender or environmental dimension to its actions.
- The ICFTU's work on trade and labor standards includes regular policy statements to the WTO which comment on investment, services, development and many other areas of WTO policy. The ICFTU issues

regular reports on the labor policies of countries and shows how this impact on trade. The ICFTU has produced various publications on the links between labor standards and world trade.

SWOT ANALYSIS OF INDIAN TRADE UNIONS

Strength

- In India there is a strong political backing for the trade unions.
- Trade union is in a comfortable position & has a control over the management.
- Employees still have belief in trade union as they believe that the trade union really works for their welfare.
- Indian media plays a very important role in highlighting the work of trade union, due to this support from media the trade unions always has an edge over management.
- Employees in India have now realized the importance of collective bargaining in trade union.

Weakness

- In India, it is always seen that the government does not frame proper policies and rules which should be in favor of trade unions.
- The trade union movement in India is unorganized due to which the growth of trade union in India is stagnated.
- There is large corruption among the trade unions in India.
- The intervention of politics in trade union has misguided the main objective of the trade union. It has also resulted in the internal rivalry among the various trade unions.
- The trade union movement in India is fragmented due to castes, religion, and various other social factors.
- Lack of proper knowledge among the trade union regarding their objective and functions.

Opportunities

- It has an opportunity to enter in various new sectors such as malls, BPO's, IT Industries and colleges, etc.
- In future, because of good political back up of trade union, there is a good chance of getting support from the government to the trade union.
- Many employees in India are unionized and face problem from the management, because of which they are willing to form trade union.

Threats

- Privatization is perceived as a biggest threat by the trade union.
- Due to globalization, various MNC's are entering India which does not have the concept of trade union.
- Young generation of India do not have trust in trade union as they are highly educated as well as entering professional field, e.g., IT Industry and BPO Industry.
- Because of less control of the government regarding the formation of trade union, anyone can start a trade union of themselves which would result in an increase in competition among the trade unions [5].

CONCLUSION

There is no suspect that life of trade union in numerous industries progressed the bargaining power of the labors with their employers and has performed important function in enhancing the usual living of the workers of their unique industries. Trade unions ought to arrange themselves counter-offensive, which is critical and important for a deep-rooted change. The government must take some initiative steps and offer right recognition to the trade unions and it additionally comes forward to acquire the demand of people within the

corporation. Trade unions will need to organize themselves counter-offensive, that's crucial and pressing for a radical trade. The main challenge lies ahead is encouraging the emergence of a new global era of younger exchange unionists, who believe global trade union paintings to be a task and no longer just a job.

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