CHAPTER I

INTRODUCTION AND METHODOLOGY

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References
1.1 Introduction

Trade unions play a significant role in the system of industrial relations. They have developed as economic, political and social institutions under varying conditions. In this study an attempt is made to understand the phenomenon of trade unionism and its influence on modern industrial problems.

The origin and growth of trade union are determined by a constellation of factors and it may not be possible to isolate a single factor from the rest in terms of the resultant dynamics. The factors are mostly endogenous in their origin although exogenous forces might bear some impact on some occasions. In order to understand trade unionism in a certain country or culture it is necessary to probe and investigate into its economic situation, the dominant technology, the occupational structure, the political system and the legal situation. The pattern of trade unions and its structure are likely to be different across the cultures. The present focus is limited to highlight only a few selected aspects of trade unionism.

Industrial relation is a part of trade unionism. Industrial relations are not a matter between employer and employee alone but also a matter of vital concern of the community. Realising the importance of industrial peace, the Government have passed necessary legislations from time to time to provide for better relationships between management and workers.
History of the trade union movement in any part of the world reveals a series of success stories of converting every challenge by the trade unions into opportunity for advancement. Trade union is an outcome of the factory system. It is based on the basic doctrine of labour philosophy that “united we stand, divided we fall.” The industrial revolution in India, changed the traditional outlook in the labour management relationship. The modern labour movement has been an inevitable reaction to the industrialisation process. Trade unions are formed by workers to solve the problems created by modern industry. With its appearance the personal relationship between employers and employees disappeared and consequently had given rise to many Socio-economic ills and ailments. The formation of trade unions proved to be a panacea which had proved indispensable and provided solution to all such ills and ailments.

1.2 Emergence and Growth of Trade Unionism

The history of trade unionism in India is interspersed with economic and political events which moulded its growth pattern and contributed to its present strength and weakness while the union movement has now emerged as a formidable politico – economic force in the industrial sector, its looseness of structure could well be inferred from the regular decline of average union membership. It may therefore be necessary to recall major events – formation of
unions, political developments, economic situations – to understand the growth pattern of unionism.

The advent of trade unionism in India could be traced to early industrialization, beginning in the 1850s with the establishment of cotton and jute mills in Bombay and Calcutta. The setting up of modern large-scale factories created many stresses and strains for labour. Besides becoming slaves of machines, the workers’ living and working conditions were in a deplorable state. The widespread discontent among workers arising out of their plight and their effort to mitigate the attendant evils of industrialization seem to have provided the major impetus for trade unionism to take root.

The workers’ economic struggle derived strength from the nationalist movement. Primary leadership for trade unions came from persons who had strong commitment towards the country’s political freedom and in the process sought workers’ active support and help to consolidate their strength. Early support to trade unionism was also provided by a group of social workers, humanists, and philanthropists who were distressed with the miseries of workers and tried to assist workers by espousing their cause through publishing journals, sending appeals/memoranda to the government. The persistent effort of these leaders led to appointment of various committees and commissions of labour to probe into the plight of workers. References may be made in this
regard to the Bombay Factories Commission in 1884, the Indian Factory Labour Commission in 1890, the Royal Commission on Labour in 1892, and the Indian Factory Labour Commission in 1908.

Indian trade unionism, in its early phase, was in a loose, amorphous state which continued till 1918, when the Madras Labour Union was formed under the leadership of B.P. Wadia. The basic issues that led to its formation were the attempt of the workers of Buckingham Carnatic Mills to resolve their grievances like short midday recess, low wages, and abuse, insult and assault by the European supervisors, subsequent to the formation of the Textile Labour Association (TLA) in Ahmedabad in 1918 to secure better wages for textile workers. Following the MLU and TLA, unions were formed in Bombay, Bengal, UP and Punjab.

Indian trade unionism entered a significant phase of development with the formation of All India Trade Union Congress (AITUC) on 31 October 1920 under the presidentship of Lala Lajpat Rai. The AITUC, the first national organisation of labour, was the answer to the growing need to have a nominating body to represent Indian labour at the International Labour Conference in Geneva.

The beginning of the twenties also saw a wave of strikes in different parts of the country. Although the immediate provocation was wage cut, retrenchment,
or long hours of work, several other factors accentuated the conflict. The mounting industrial unrest caused sufficient concern to the government. Realising the importance of the situation as well as the pressures exerted by the ILO, the government introduced a number of legislative measures for industrial workers. Among them the trade union Act of 1926 was the most significant because it officially recognized the legitimacy of workers right to form and join unions.

The divergence in views and approach among top leaders culminated in a major split in AITUC and its tenth session held at Nagpur on November 28-30, 1929.

By the middle of the decade a significant change had taken place in the political sphere which had a favourable impact on trade unionism. The congress promised in its manifesto to secure for workers a decent standard of living, hours of work and conditions of labour in conformity with international standards, suitable disputes settlement machinery, and the right to strike and form unions.

The economic hardship of workers led to widespread strikes in different parts of India. The aftermath of the Second World War brought no relief to the workers. The independence struggle was getting intensified. Under such situation one notable development was the formation of the Indian National Trade Union Congress (INTUC) on May 3, 1947.
INTUC emerged as the labour wing of the Indian National Congress. The Congress came into power following independence on August 15, 1947. The primary responsibility of the new government was restoration of industrial peace and harmony.

In order to identify measures to avoid strikes and combat unrest a conference of labour and management representatives was convened in New Delhi on December 16, 1947. The Conference unanimously adopted a resolution to hold mutual discussion on common problems so as to maintain industrial peace in future. The resolution became known as the Industrial Truce Resolution.

1.3 Evolution of Industrial Relations

The problem of industrial or labour management did not arise when business organizations were small, but they developed only when elaborate organizational structures came into being during the late 19th century, when gigantic industrial empire or financial tycoons came into existence, followed by the technology of mass production in the early twentieth century. Labour management became an important subject of study only when large aggregation of people came to work together under one roof in an organisation.

The gradual evolution of the Industrial system has passed through the following stages:
1) Primitive Stage

2) Agrarian Stage

3) Serfdom Stage

4) Handicraft Stage

5) Cottage or Putting out Stage

6) Factory or Industrial Capitalism Stage.

(I) Primitive Stage

Under it, the necessities of life were simple and few, mostly provided by functioning, fishing, collecting and pastoral activities with the help of crude implements. Members of families/groups worked side by side, with very little specialization in work except that required by physical difference between the sexes, or that dependent on tradition. Production was just sufficient for consumption and therefore, there were no savings, no accumulation of wealth and no exchange of product.

Authority was exercised by elderly people- the family head or (senior patriarch or matriarchs) or chieftain; and the authority structure varied with a generally high regard for age, experience seniority and status. The decision making was the privilege of this authority and was acceptable to the members of the group. Communication between the members was face to face as the group was a small unit. Members worked throughout their active lives.
(2) Agrarian Economy Stage

It developed during the middle age and brought about a change in the views on property. In tribal society, property was the common and collective asset of the group, but now it was identified as a personal asset of the landlord. Thus, there arose a class of propertied individuals and a class of property-less workers. Under this system employees were treated as slaves and as the property of their masters, who purchased them for a few chips or conquered him in some war. The employee-employer relationship was that of the master-servant/slave type. The slaves were required to do all types of manual and other specialized work for their master, in return they were paid no wages but food of the coarsest type, old clothes and a small place to live. The slave had to live under the absolute authority of his master till death put an end to his misery. Levels or strata of supervision were few. The government did not wield any power in determining employer-employee relationship. Political organizations that developed from alliance and conquests supported the authority of the owners. Some masters achieved dominant positions, while others became subordinate.

(3) Serfdom Stage

Serfdom developed under the feudal society (comprising princes, lords and the land owning class) which was created during the Middle Ages. The position of serfs was not any better than that of the slaves. They had to work hard
on land for their lord, getting only a pittance, and a small hut to live in, their
duties and obligations were defined largely in terms of the quantities of produce
they must give to the master and of possible military service.

(4) Handicrafts Stage

The handicrafts system developed because of the growth of towns and
cities, increase in trade and commerce and a decline in the power of the feudal
lords. With this system was introduced an important innovation in the careers of
workers, one in which they could actually move from the rest of
workers/employees to those of employers. The worker/craftsman owned the
factors of production, worked with their own tools and with the help of the
members of their family and of the workers in their own homes/workshops, and
performed the manual task.

(5) Cottage or Putting out Stage

With the development of the economic system, and that of steam power
some individuals became employees in the new industrial units, which were
brought about as a result of both technological changes and the expansion of
markets and trade. Other master-craftsman or travelling traders (or trading
capitalists) undertook to buy raw materials and supply these as well as finance to
the craftsman who worked in their home/workshops. They also hired craftsman
to process raw materials, and collected and sold finished goods. This system was known as the "cottage or putting out system".

(6) Factory or the Industrial Capitalism Stage

With the passage of time and experience the trader capitalist realized that economy in production could be achieved with the use of newly perfected machines. So instead of farming out production to numerous small cottage workers, he himself set up a factory and offered employment to those who were willing to work for him. In this way, cottage workers became factory hands. In these factories, a large number of people worked under the same roof. This facilitated close supervision of the work performed by employees.

1.4 Industrial Relations in Ancient India

In the vedic period, we find the development of different crafts and the initial formation of the employees unions. The employees unions in ancient times may well bear comparison with the labour unions of the present times. The Vaishyas and Shudras, by forming their unions, could successfully face the ill treatment at the hands of the higher castes and could improve their economic conditions.

It has been stated in the vedas that one of the important factors necessary for happiness in a group or community is good inter-relation. The industrial
relations machinery during the Vedic times consisted of a “Madhymasi” (mediator), a man of position and influence in society.\textsuperscript{17} People in the rural community was able to solve and settle all disputes by themselves.\textsuperscript{18} The village officials attended to and solved the local problems. They were invested with judicial as well as executive authority. This system prevailed under the Hindu Government.\textsuperscript{19} The Unions were not only assemblies of employees but were also institutions for promoting and maintaining cordial relations between employed and employees.\textsuperscript{20}

Every effort was made to improve relations between capital and labour. Law givers (like Sukra) warned employers that employees would become their enemies if they used harsh words, inflicted heavy punishment, cut their wages, and treated them dishonourably.\textsuperscript{21} Employees who are treated with respect or are content with their wages, and addressed with sweet words never leave the employer. In the, Epics too, we are told that employees were treated with respect, given some gifts and sweetly addressed.\textsuperscript{22} But the Mahabharat mentions that a powerful person exploits the weak one, just as big fishes make a meal of small ones.\textsuperscript{23}

To maintain good relations between employees and employers, emphasis has been laid on good treatment of employees; their minor faults were condoned. The law givers are unanimous in holding that disputes cannot end by continuing them; that they should be settled by peaceful means. They have advised that it
should be ensured that no employee is discontented because a disgruntled employee encourages other employees to create industrial unrest. Therefore, in their opinion no action should be taken if the employees show opposition to it.

"Kautilya's Arthashastra and the edicts of Emperor Askoka reveal that workers enjoyed privileges, were paid high wages and were given sick leave and old age pensions. The state recognized the organization of workers and the rulers decided the cases of wage disputes".

According to Kautilya employers and employees should make a contract with regard to the work to be done; the employer should undertake not to employ another man for the work and the worker to complete the work and not to take up any other work. If this contract is broken, the offender should be fined 12 Panams.

In medieval times, during Muslim rule, there was only a nominal difference between an artisan, a servant, an employee and a slave.²⁴

The commercial character of the East India Company did not change the conditions of workers. The underdevelopment of the economy continued even under the British rule for more than a century. But collective relations in industry were modelled on the British pattern. In fact the growth industries in different parts of the country were based on the need for good industrial relations.
1.5 Introduction of Factory System

In course of time, the factory system came to stand on a sound footing and human labour was replaced by machines. This gave rise to a system which is known the world over as the Industrial Revolution. Under this system, women and child labour were employed, often for long hours, because machine production simplified operations and reduced skill requirements. Living and working conditions were deplorable, and housing accommodation inadequate. With increased production, developed technology and science, decision making became a more specialized task and the relationship between the workers and the employers became increasingly impersonal.

By means of the factory system, workers were brought together under one roof, and strict discipline was maintained by the employees during the process of production. Since the workers did not own the means of production, they were economically dependent on the employers for their livelihood. The quality and quantity of the product was guaranteed. The employer owned all the physical means of production. He also owned goods which were produced. The law of supply and demand determined the price of labour. Once wages were paid, the responsibility of the employer ended. He did not bother about the worker's conduct or health after working hours or about how they and their families struggled when no work was available. The human element in the productive
process disappeared because the employer had no personal tie with the workers. The maximization of profit was the sole factor which dominated the factory system. As industry expanded, so did the number of workers. The employer produced goods with the sole aim of selling them at a profit, while the worker was involved in the productive process solely to satisfy his economic needs. Inter-personal relations were eroded to a considerable extent.

Today trade unions have become an integral part of our social and economic life. Trade unions at present are legally recognised and constitutionally protected institutions but are not considered capable enough to work out their own conditions of employment with the employers. The most noticeable feature of the labour movement in India as well as in Kerala is its disunity. Historically, the movement has been strongly influenced by political leaders and their political parties. This resulted in group rivalries and splits. It has been said that there is a trade union culture in Kerala.

The need for unity strengthen their bonds of common consciousness and overlapping interests is lacking. Some employers therefore take full benefit of this. It is felt that state intervention to control, restrict and regulate have not been very successful.
1.6 Definition and Concepts

The Trade Union Act of 1926 defines a trade union as "any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive conditions on the conduct of any trade or business and includes any federation of two or more trade unions."\(^{25}\)

The term "workmen" means all persons employed in trade or industry. The person must be employed in any trade or industry. The Trade Union Act makes no distinction between persons holding supervisory and non-supervisory or official and clerical position.

Various definitions of the word trade union are given. A "trade union" to quote Webb & Webb, "is a continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives."\(^{26}\) It is also an association of workers in one or more occupations ... an association carried on mainly for the purpose of protecting and advancing the members’, economic interests in connection with their daily work.\(^{27}\) It is thus, essentially a worker’s organization constituted for the purpose of improving their well being. Trade unions play an important role in an industrial society. In fact,” there is no industrial community at the heart of which the relation between trade unions and
the public is not of pivotal importance. They are a major instrument of society change: Unions provide the worker "the means for a powerful attack on his problems" Unions cherish and guard their interests.

Thus trade unions are associations representing the interests of wage earners. Trade union is defined usually in the light of the functions it is expected to perform. One and all agree to the fundamental all purpose of trade unionism, viz. the pursuit of the interests of the members, secondly, a trade union is confined to workers alone.

"The term "trade union "was originally used to mean a union of local trade clubs or societies to conduct a joint movement, the term trade club, or "trade Society" is used to describe the primary units of working class combination. Later as the local trade clubs amalgamated into larger bodies, the term "trade unions" came to be used in its present sense to cover any combination of workers for collective bargaining."

Thus, modern trade unions, broadly speaking, have transformed themselves as agencies which besides trying to influence the working conditions and standard of living of their members, also attempt to carry out activities to improve their status and position. From this point of view a trade union may be defined as "a continuous association of wage earners /salaried employees for
maintaining or improving the conditions of their working lives and securing them a better and healthier status in industry as well as in the society.

Trade unions are the associations of the employed persons for collective bargaining about their conditions of employment and also for the provisions of benefits, legal defence and the promotion of their members’ interests by bringing pressure to bear on governments and parliaments and in certain cases by political actions.

Since the trade unions came into existence their growth and functions have depended on the political, economical and intellectual development in the country. In short the trade unions all over the world have now become a central force for organising the working class for achieving a better state of living within and outside the four walls of the industry they belong.

Any attempt to give a precise definition of the trade union is bound to fail because it is a complex institution which has social, economic, psychological and political aspects. The main problem in defining the trade union is that one of its characteristics as its adaptability and environmental changes. They may result in the marked changes in the nature of unionism. Although there are many similarities in trade unions as they have developed in various countries dissimilarities are not insignificant to be ignored. In a democracy where the number of workers is large, trade unions may act as political pressure groups, where they are numerically strong
they may act as a wing of some political party and in a communist country they may act as department of the government.

1.7 Gandhian Theoretical Framework

Gandhism is a living thought for solving the social, economic and political problems of the day. Gandhism is becoming more and more relevant with the passing of time due to the use of moral principles in each and every field. Gandhiji developed radical liberalism for human progress on the basis of full employment and class harmony. Unexpectedly the world problems have taken such a turn that can only be set right by Gandhian solutions. In this context various aspects of Gandhian thought become relevant for an in-depth study.

There is a great need to educate the common man who faces the problems and the youth who have to shoulder the future responsibility of solving the problems on the need to adopt Gandhian path to solve those problems.

Gandhiji saw labour and capital not as two divergent forces separated by mutual distrust but two partners yoked together for the welfare of the community as a whole. Yet India has a moral obligation to experiment with the principles he evolved. Many in this country and abroad may be having mental reservations about the practical application of Gandhian methods in the changing social and economic relationship between workers and employers. Could moral principles
be at all effective in this field? It is a matter of some gratification that in India an appeal to the moral sentiments of workers and employers has not been all in vain.

The growing industrial harmony in spite of an elaborate industrial disputes legislation and industrial relations machinery promoted the Ministry of labour and employment to have fresh thoughts on the subject. After careful considerations of the prevailing ills in the field of industrial relations, it was felt that legal measures alone could not ensure peace in industry. Moral forces of self-discipline, non-violence, truth and love were more important. An appeal to the inner conscience of employers and workers was made through a mutually agreed code of behaviour commonly known as the code of discipline. This code adopted at the 16th session of the Indian labour conference in May 1958 aimed at maintaining discipline in the industry by self-restraint. In essence it sets into motion a new force based on Gandhian philosophy for resolving matters not through trial of strength or through litigation but by mutual understanding, negotiation and good will. This code distinctly made a difference in the climate of industrial relations. Many of the issues, which used to involve prolonged litigation or dislocation in the working of industries, are now often being smoothly resolved by negotiation. This certainly is a new beginning and a significant one. The code of discipline, however, is only a first step. But it has strengthened faith in the efficacy of Gandhian methods in reconciling conflicting views and interests.
1.8 Theme of the Study

The title of the study is “Dynamics of trade unionism in Kerala with a view to find Gandhian alternatives to the industrial problems in Kerala.” Webster’s dictionary defines dynamics as the pattern of change or growth of any object or phenomenon. In this study the term “dynamics” refers to different aspects or heterogeneous nature of trade unionism. It can be defined as the interactions and linkages between workers and management and its impacts on the efficiency of the organizations and welfare of the workers.

Trade union is a continuous, long term association of employees, formed and maintained for the specific purpose of advancing and protecting the interest of its members in their working relationships. Thus, the union created to bargain collectively, represents the employees in their relationship with the employer. Unions representing employees, union leaders, and managers attitude towards union are here to study. It is necessary for the employer to establish good and amicable relations with unions or in order to resist exploitation by employers and to safeguard their interests, the workers unite themselves into trade unions.

1.9 Relevance and Scope of the Study

Trade unions are now considered a sub system, which seeks to serve the specific sub groups interest (i.e., the worker’s) and also considered itself a part,
of the organization, in terms of the latter’s viability and contribution to the growth of the community of which it is a part.

Trade unions came into being for a variety of purposes. Individual workers found it more advantageous to band together and seek to establish their terms and conditions of employment. They realized that if they bargained as individuals the employer would have a better leverage, for an individual would not matter as much as a group in terms of the running of the enterprises. Since a groups’ contribution is much larger than an individual’s so are the effects of the withdrawal. Also an individual may not be able to organize and defend his interests as well as a group can. Therefore, workers saw the advantage of organizing themselves into groups to improve their terms and conditions of employment.

In this stage an attempt is made to understand the “dynamics of trade unionism in Kerala and Gandhian alternatives to solve the industrial problems”. There is a strong feeling among entrepreneurs, general public and the media that labour is more restive in Kerala than else where. So they perceive that Kerala is a region lacking industrial peace. Whether this has a factual basis has to be found out. In this context we propose to conduct this study to examine “The Dynamics of trade unionism in Kerala and Gandhian alternatives to solve the industrial problems”. The heterogeneous aspects of trade unionism and Gandhian
alternatives to the industrial problems are discussed in this study. The chapters of this study cover the investigation of how far trade unions can influence the labours in Kerala. In order to find out the labour problems one has to hold other variables such as industrial and regional characteristics constant. Though this is theoretically possible, it is practically difficult especially in a country like India and Kerala state in particular, because of the over intrusion of politics in to trade unionism. Another area in which attention is to be concentrated is the operational style of the trade union leadership and its structural and behavioural determinants.

The study is restricted to the Kottayam district where the trade union movement is particularly strong so that the results could be useful in judging the direction of changes in other places also.

1.10 Hypotheses of the Study

1. Though a lot of attention have been paid in Kerala in the field of labour problems, the field of industry is still faced with a lot of problems.

2. Multiplicity of trade unions adversely affects trade unionism, thereby hampering the efficiency of trade union movement in Kerala.

3. There has been a marked deviation from the path set by the founding fathers of our trade union movement with the result that the main aims of trade
union movement are lost sight of. It is necessary to bring the trade union movement to the right path taking into account environmental changes in the present.


1.11 Objectives of the Study

1. To find out the nature, structure and styles of interest articulation of trade unions.

2. To reveal the problems and dynamics of leadership in relation to trade unionism.

3. To find out the prominent causes of absenteeism among the workers and to study the management's approach to absenteeism and how they deal with chronic absenteeis.

4. To understand the employer-employee relationship.

5. To find out the nature of identification of conflict and conflict resolution.

6. To understand the role of trade unions in labour welfare.

7. To suggest Gandhian alternatives to the labour problems.

1.12 Methodology

Both primary and secondary sources of data were used in this study. The chief source of primary data is the sample survey conducted among the four
factories of Kottayam district. By using the random number table, the exact sample units in each unit were selected. Finally the survey was conducted through personal interviews including the workers, union leaders and managers of the factory with the help of pre-tested interview schedule. As the title suggests, the perception of the study is “Gandhian alternatives to the labour problems” Primary sources of course is Gandhiji’s own writings and the writings and revelations of his contemporaries. Gandhiji’s ideas and insights, which are scattered throughout his writings, have been explored with a view to construct a frame of action.

Both formal and informal discussions and interview with the concerned officials and participant observations were also done to study the practical side of the problem. This helped the researcher to link logically the theoretical and statistical aspects of the study.

Secondary sources are reports published both by government and independent agencies, papers presented in different conferences and seminars. The researcher also found time to have discussion with persons who are following Gandhian ideas in their life.

Data collected from various sources are analysed by using statistical tools and techniques.
1.13 Setting of the Study

The main components of the study are workers, leaders and managerial personnel of the four major industries in Kottayam district which is the most literate district in India, along with a few trade union leaders from all over Kerala. The data was collected from two fifty workers, hundred trade union leaders and fifty managerial personnel. Both private sector and public sector industries under State as well as Central Government have been included in the study. The rationale for selection of industries are given below.

1. *Travancore Cements Ltd.* is one of the oldest industries in Kottayam district started in the year 1946. It served as a cradle for the birth and growth of trade union movements in Kottayam district.

2. *Hindustan Newsprint Limited, Kottayam.* HNL is one of the biggest Newsprint Mills in Asia and with a consistent record of smooth industrial relations

3. *Madras Rubber Factory Kottayam.* MRF is one of the major private sector industries in Kottayam district. There are only two unions in the industry and the growth and progress of the industry may be the result of absence of multiunionism.
4. **Kottayam Textiles, Vedagiri.** This is one among the very few textile industries in Kerala state. It is owned by Government of Kerala. The trade unions are active here and it is one of the best samples for study of multiunionism.

In all the above industries, trade unions are very active and successful. In all the three public sector industries, only two unions proving majority through a referendum only will have real representation in the bargaining table.

1.14 Limitations of the Study

One of the major limitations of the study is its vastness and multidisciplinary nature. In addition to trade union studies this study spreads into other areas of knowledge such as Gandhian studies, sociology and Industrial relations etc., so much so that it is difficult to study all large scale industrial units, not even in a small state like Kerala. Because of this reason this study is limited to four major industries in Kottayam District.

Another major limitation faced during the study is the non-availability of primary and up-to-date data regarding trade unions because of the multirival nature of the units. In the case of the private managements they are not willing to take the risk of providing adequate data because they feared that this will hamper their relationship with the workers. The same is the case with the
employees of the factory. Even for academic purpose the managers and even the trade union leaders are not willing to give adequate data because of their fear of hampering industrial peace.

**Affiliation of the Union**

On the basis of affiliation, unions can be classified into three categories. The first two categories comprised unions affiliated to CITU and INTUC. All other unions are clubbed together to form the third category designated as ‘Others’. Although AITUC, BMS and UTUC were nationally recognized trade unions the number of unions affiliated to them in the sample set were not significant enough to form a separate category.

**1.15 Organisation of the Study**

This study is presented in nine chapters. The present first chapter is introduction and methodology. It includes definitions, concepts, Gandhian theoretical framework, scheme of the study, relevance and scope, hypothesis, objectives, methodology, limitations of the study and setting of the study. The second chapter includes the review of literature, objectives of the study, methodology and limitations of the study. The historical background of trade unionism in India is given in the third chapter. The fourth chapter contains trade unionism in Kerala and trade unions in Kottayam district. The fifth chapter
contains an industry wise empirical analysis of the heterogeneous nature of trade unionism in Kottayam which depicts the human relations in trade unions and industries. The sixth chapter deals with the trade union leadership with empirical analysis. The seventh chapter deals with the labour welfare and social security. The eighth chapter deals with the Gandhian vision of trade unionism with empirical analysis of the workers', leaders' and managers' opinions. The last chapter summarizes the main findings and provides policy implications.
References

1. The first cotton and jute mills were established in Bombay and Culcutta in 1851 and 1855 respectively. See V.B. Singh, “Trade union movement”. In V.B. Singh (ed), Economic History of India 1857-1957, Allied Publishers, Bombay 1965, p.563.


4. Ibid., p.25.

5. Ibid.


7. Ibid., p.15


20. Ibid., p. 226.


22. *Valmiki Ramayana*, 6/57/15


30. Ibid