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Chapter – II

Review of Literature

Introduction:

Labour is an important factor of production. It has its own importance in modern industrial era. The term labour is used in various senses. Labour may be defined as workers who do not have any adequate source of livelihood except the sale of their labour power in return which they get wages. Labour has some peculiar features i.e. it is perishable, it is not so mobile as capital and the most important is that Labour is a human factor. So it should be handled properly. Today we see that more emphasis is given on human relations in Industries. Labour problems now a day have been discussed from various angles as it has different shades, working conditions, Industrial relations, Industrial disputes, Settlement procedure, wages Bonus and other benefits to be given to the workers, welfare facilities and Trade unions are some of the important areas where the problems related to labour can be studied.

Many authors researchers scholars thinkers philosophers, social reformers, political leaders and even some students have made substantial contribution to the various aspects of the labour class in the form of books essays surveys case studies etc. It is difficult to take review of all the books or writings of all the researchers for the want of time and space. But some books, articles or even surveys
are worth noting. However efforts have been made to take the review of the literature available on labour, throwing light on different areas of the labour class.

**Review of Books and Thesis:**

V.V.Giri intimately connected with the labour movement who became later the Minister of Labour in the Government of India, wrote one important book on "Labour Problems in Indian Industry". In this book he touched many aspects like trade Union movement, Industrial relations, Labour legislation, National wage policy, social security etc. His concluding remarks are noteworthy. He found that the employers outlook were not very helpful to the growth of labour solidarity and as a matter of fact trade unions were looked upon with suspicion and distrust. At the same time he made the unions aware of their duty to the country. Workers should work as dominant partner in the Industry. He also pointed out the limitations of labour legislations. He suggested for the establishment of wage boards in every industry. The formation of joint standing machinery in every industry and in every unit of industry can avoid industrial conflicts major or minor. Finally he stated that the world is now entering in a new era where the trade unions will have to share greater responsibilities with the management because that would be the need of modern industrial sector.
"Labour Problems of Textile Industry"² Written by G.K. Thakker submitted to the university of Bombay in 1960. This book is the result of an intensive research work done by the author in the field of Labour relation in cotton Textile Industry. The work was confined to the Bombay region. But it is not less useful in understanding the labour problems of the Industry in other regions too. Because there is uniformity in the type of labour force as well as managerial frame in different cotton textile units all over the nation. The author has also given an account of number of Strikes with their effects on management, workers and society at large.

"Indian Trade Unions a survey" (Bombay)³ conducted by V.B. Karnik who made an analysis of the activities of trade unions of the last 40 years. He has stated in his survey that, the free and democratic trade union movement that is developing in the country has yet to face many problems and cross many hurdles. A free and frank discussion on those problems and hurdles in the light of experiences made by the movement may help it to face them with confidence.

"Labour Movement in India"⁴ by G.K. Sharma published by university publishers New Delhi 1963 is another important book, which is based on the dissertation submitted in partial fulfillment of the requirement of the Ph.D. degree of Rajasthan University. This is the first research work on the Indian Labour movement and as such
it supplements existing knowledge on the subject. It is based on the cooperative study of labour movement in U.K. the continent, USSR and USA. This book offers an objective balanced and integrated picture of the Indian labour movement. The author mentioned that inspite of inconsistencies, errors the movement has acted according to the dictate of its own evolution. The author also says that there should be proper understanding between labour capital and the state.

Dr. S.D. Punekar and S.Madhuri jointly concluded one survey on "Trade Union Leadership in India". It was conducted by Tata Institute of social sciences, Bombay and sponsored by International institute for labour studies Geneva. This study is a pioneering one and it treats an untrodden field that deals with the vital subject of trade union leadership. The present study is opportune in that it will help us in understanding some characteristics of the present leadership of the trade unions in India. Very valuable data has been collected from over 350 trade union leaders of 176 unions in the country. It gives us the background of union leaders in respect of their age, religion education, training the monetary and non monetary compensation they derive and also the overall goals and aspirations that motivate them in taking part in the trade union movement.
"Labour Problems and Industrial Development"\textsuperscript{6} is the collection of speeches and articles of D. Sanjivayya, on different aspects of Labour movement. Talking on the issue of leadership of the trade unions, he stated that "The work done by the political workers was no doubt of great value, and it could be said that but for their work the trade union movement in India would not have reached the present dimension. There has been however one drawback that was the political workers brought along with them the politics of their parties and that led the division of the unions on political lines. Each political party was anxious to have its own trade union. That is why we have four central trade unions organizations with different political ideologies".

Another empirical study entitled as "Indian Labour Problems"\textsuperscript{7} undertaken by S.C. Pant. In his study he touched many areas of Labour problems. Specially he concentrated on trade unionism concept, origin of trade union movement in India, changes which took place in the movement etc. He pointed out that there were certain shortcomings of trade union movement. He further stated that the methods, objectives, policies and activities of trade unions in India were the outcome of prevailing economic political and social situation and unless it is changed the character of unionism will not change.
Another Study has been conducted by K.K. Mishra who submitted his work to university of Gorakhpur in the year 1971. The title of the Book is “Labour Welfare in Indian Industry” This study is based on first hand data collected from the sugar factories of U.P. aims at a sociological analysis of the labour welfare problems. The region under study draws up its labour force from the immediate rural hinterland and provides seasonal employment situated as the factories are in the midst of backward villages and small towns they materially help in the improvement of their economic conditions. A study of this kind is expected to be of interest to all those who are interested in labour economics, Industrial sociology trade union philosophy and programmes of their action in their interdependent set up.

“Labour Management Relations in Public Sector Undertaking” was the topic on which research thesis was submitted to Punjab University Chandigarh by P.P.Arya. The author of this book studied labour management relations in two public sector units namely (1) Heavy Electrical (India) Ltd., Bhopal and (2) Indian Telephone Industries Ltd., Banglore. In Heavy Electrical Unit the author found that different political parties shared the leadership of different unions. Political leaders helped their affiliates during strikes and at the time of Negotiations. In case of ITT (Indian Telephone Industries Ltd., Banglore, the
Intervention of external political leaders in the trade union activity was low.

"Trade Union Movement in India" by Sohail Jawaid Dept of Political Science of Aligarh Muslim University Aligarh is another good book which must be referred by the researchers who are doing their research on trade union movement. The purpose of his study is to highlight the various stages through which the trade Union movement passed in India and its gradual impact on Indian politics. The movement was initially in the form of demands for reform in the field of labour, industrial relationship. The leaders of public opinion sympathized with the cause of labour on humanitarian grounds. Gradually the labour force got organized in the form of strong pressure groups and influenced the manifestos of the political parties in India. The political parties in turn forcefully pleaded the cause of labour and legislation was enacted to regulate labour industrial relationship on a sound footing. The organized labour force called for special security and better living conditions and succeeded to a large extent in their objectives. He further suggested that trade unions should be independent of political parties. They should not play second fiddle to the political parties and serve their vested interests. He suggested for evolving a code of ethics for ensuring more harmonious relations between management and labour.
Dr. V.P. Michael Director of Institute of Business Management, ‘Training and Research Centre kolhapur made a study of workers’ involvement in Management which was published in book from by “Himalaya Publishing House Bombay in the year 1984. The title of the Book is “Industrial Relations in India and Workers Involvement in Management.” (Analysis and Cases)\textsuperscript{11}. His study is divided in three parts I, II and III. He has covered variety of areas in his study like recent trend in Industrial relations. Industrial Disputes and their Settlements, Social Security, trade unionism and Industrial relations, collective bargaining wages, National commission of wages, workers participation in management etc.

He has suggested in his book that instead of workers participation in management there should be another system which is known as “Workers Involvement in Management (WIM) which would established cordial industrial relations and a peaceful industrial environment.

“Indian Labour Movement”\textsuperscript{12} by G. Ramanujam published by Sterling publishers private limited New Delhi 1986 is another good book on labour movement. This book presents a chronological documentation of the growth of the union movement in India and is an out come of the authors intimate association with labour for well over four decades.
While tracing the growth of Industry and Industrial relations, as well as developments in the political economic and social life of the country pertinent and relative to the trade union movement; this book lays particular emphasis on the need for a new culture in Industrial relations. The book contains forthright comments on and clear analysis of issues like modernization and computerization. Security of employment productivity, participative management, productivity linked wages, labour legislation, social security, unemployment and self-employment. He concluded that the trade unions should be a positive force for progress and not be negative and obstructive. There is need for trade unions to adopt an altogether new culture.

"Political Dimension of Trade Unions’ A Sociological Analysis”\textsuperscript{13} submitted to the Nagpur University by Prof. P.S. Bobde is one more research study conducted in this field. The study was undertaken in Nanded Textile Mills Nanded. He pointed out that how the political affiliation affects the plant level trade unions. He found that the leaders of trade unions at Nanded are either members or sympathizers of the political parties to which their union is affiliated. The workers who are active in party participate at the Meeting, Morchas and Bandh organized by the political party.

"A Trade Union Leadership in India”\textsuperscript{14} is one more book which is written on Trade Union movement by Santosh
Sood submitted to the Punjab University. It is the study of Punjab Leadership in the field of trade unions.

Santosh sood arrived at a major finding that there was a link between union leaders and political parties. All CPI trade unions leaders were in AITUC. Jansangh Unionists were in Bhartiya Majdoor Sangh and Congress party unionists were in INTUC. Not only this but the author also found that Independent unions have also some political links.

"Management of Contract Labour in Indian Industry" (a study of steel Industry)" is an important study on contract labour. G.C. Pathro and P.C., Mishra conducted this survey on Contract labour. The study is related with the contract workers working in Rahurkela Steel Plant. They found that the role of trade union with regard to contract labour was only for regulation of wages, welfare and health. The unions were not interested in regularization of services of the contract labour. They also concluded that the contract workers were weak in bargaining position.

Ram S. Baheti from Aurangabad made an important study on employer - Employee Relations in Industrial and Non-industrial groups. The title of his thesis is "A Study of Rise and Growth of Labour Movement in Marathwada" (with special reference to employer, employee relations) which was submitted to Marathwada University

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Aurangabad, for the degree of Ph.D. in social science. His study is confined to the unionized workers only. He found that economic considerations are important to become union members for both industrial and non-Industrial workers. He also found that unsatisfactory relations with the union leaders and dissatisfaction towards the union functioning affect the growth and development of working class movement. There was an intimate link between affiliating organization and political parties. Finally he concluded that the labour movement in Marathwada region in Industrial workers though not strong, it is gaining and growing, but the movement non industrial workers was not yet rooted properly in the region mainly due to absence of fixed employer-employee system.

Shri Ramjas submitted his research work to Delhi University on “Trade Unions and productivity in Indian Industries”17. This book is pioneering study of the impact of trade unions on productivity in the Indian context. It contains a systematic analysis of the impact of unionization on productivity in manufacturing industries in India. The Macro data of manufacturing industries in general and sectoral data of iron and steel chemicals and textile industries has been econometrically analysed. Recourse has been made to survey techniques to cross check the result of the economic Analysis. The author found that 70% of the respondents viewed that unions increased productivity for
the reason that only strong unions can fulfill the commitments made in agreements with management. Further the analysis based on survey work suggests that around 70% of the respondents viewed that unions definitely increase the wages of the workers.

P.D. Hajela made research on the effect of new economic policy on working class. His work was published by 'common wealth publishers in the year 1998. The title of his book is "Labour Restructuring in India" (A critique of the New Economic Policies)\(^8\). In his book he took a review of the effects of New Economic Policies on the working community. He made analysis of VRS with its relative merits and demerits. He has studied the effects of exit policy and stressed the need of labour restructuring in India.

(3) **Review of Research Articles:**

"Social Legislation or Instrument of Exploitation?"\(^9\)

This is the title of the research article published by Ashok Manohar and Nir Budhe. In this paper they took a survey of minimum wages payable to workers in various industries like glass, bakery, Engineering Rubber etc and they found that in Bombay city the wages paid to the workers were lower to minimum wage level. Their first observation was that the state in using the minimum wage legislation as an instrument of social appression and exploitation by statutory fixing sub-subsistence level, minimum wage level. Their
second observation was that “Our constitution which promised living wage to industrial workers and by later amendment has further promised a decent standard of living according to the apex court, is at the gross roots level of the workers an instrument, conceived interpreted, amended and implemented as an excellent exercise in intellectual gimmickry since after 40 years of its adoption to the state statutory provide sub-subsistence level wage”.

Tilak D. Gupta presented his views under the title “Meeting Challenges of Economic Reforms” (Signals from two trade union conference) in which he had concluded that “Although both CITU and AITUC seem intent on finding new forms of struggle to channelise the growing discontent and anger of the working class no new models appear to have evolved from the movements waged by these central trade unions”. This was his finding on two conferences which were held at Patna.

Supriya Roy Choudhary in her paper “Industrial Restructuring Unions and the State” (Textile Mill Workers in Ahmedabad) studied the case of around 50,000 textile mill workers in Ahmedabad city who lost their jobs during 1984-1994 as a consequences of widespread closure of mills. The State has provided support to firm closure. Her conclusion after the study is that “Organised Labour in India is generally believed to have an edge over other groups in
collective bargaining strength in its access to political power holders, who determine the scale and allocation of social security. However Sections of organized labour too are being pushed out of the formal sector of the economy in the process of Industrial restructuring. This is what happened in the case of textile workers in Ahmedabad who lost their jobs in 1984-94 as a sequence of the widespread closure of mills, in the context of declining employment opportunities in Gujarat."

"Class Reformation in Mumbai" (Has organized Labour risen to the challenge?)\textsuperscript{22} is the title of the paper written by Stephen Sherlock. He made analysis of the working class movement in Mumbai. He found that the labour movement which made an impact on the character of the Mumbai working class in the past is now losing much of its capacity to influence class formation at the level of consciousness and struggle. Past successes were the result of determination and sacrifice, but the fruits of this struggle were channeled into organization which depended on environment created by the state.

Sharit Kumar Bhowmik took the review of the role of state in his article entitled "State Intervention and the working class movement"\textsuperscript{23}. He has stated that "the state tried to justify its involvement or intervention in Industrial relations on the grounds that the workers are the weaker
section and they need its protection for defending themselves against the employers. Moreover the State’s policies are also guided by the desire to maintain industrial peace. However we find that the continued involvement of the state has not achieved the desired objectives. The long-winded and expensive legal process has frustrated the workers who have frequently taken to militant struggles. The state has often sided with the employers in disputes with workers. The worst consequence of state intervention through its labour department has been the under mining of the trade union movement.

"Political Economy of Voluntary Retirement" (Study of 'Rationalised' workers in Durgapur)\textsuperscript{24}, by Ratan Khasnabis and Sudipti Banerjea is an important article throwing light on the mechanisms behind the workers acceptance of voluntary retirement scheme in the Durgapur Industrial area of West Bengal. The authors found that, though there was willingness on the part of the workers to accept the compensation in some cases there were sizeable numbers of instances of coercion from the management forcing the workers to accept the deal. More importantly, the amount of VRS gets mostly utilized for non-productive purposes, thus reducing the chances of the retired workers to begin any self-employment venture.
Kanchan Sarkar and S.K. Bhowmik\textsuperscript{25} made a Survey of Women Workers in Tea plantation Industry and their association with trade unions, they found that “Despite forming half the labour force in plantation women, workers have remained marginalized in trade union of plantation workers. A Study of Three Tea Plantations was made in the Dooars and Terai areas of North Bengal.

“Political Economy of Labour and Development in Kerala”\textsuperscript{26} by K.P. Kannan, is another paper on labour problems. This paper takes a critical look at the political economy of labour and development by examining the role of labour unions, state and capital. The Three dilemmas relate to (1) Technological choice in the ace of high and rising labour costs in labour, intensive activities for maximizing long-term growth and employment. (2) Mis match between labour supply and labour demand and (3) Lack of new investment the failure of labour unions to agree to productivity improvement through technological changes and increasingly resorting to ‘closed shop’ strategies has been particularly emphasized.

S.S. Mehta and Dinesh Harode prepared one paper on “Industrial Sickness and Workers” (Case Study of Gujrath Textile Industry)\textsuperscript{27} where they found that “closure of Industrial units in developing economies may lead to serious consequences since their limited invisible resources and
relatively limited alternative employment opportunities cannot easily absorb resultant loss of jobs production and revenue. Moreover the present legal and institutional framework to deal with the problem of industrial sickness in India has been found inadequate particularly in protecting the interests of the workers. The Textile crisis in Gujrath makes the inadequacies of present framework quote glaring”.

‘Globalisation Liberalisation and vulnerability’ 28 is the title of the article written by A.K. Bagchi. The author concludes that the neoliberal regime in India has so far failed to improve the macro economic management of the economy and to achieve a better level of macro economic capability.

“An Informalised Labour System’ End of Labour Market dualism.”29 by Jan Bremen is the Study of the impact of new policy on working class. The textile mill closures in Ahmedabad cost over 1,00,000 jobs and resulted in the informalisation of vast majority of the sacked workers. Gujarat can thus be understood as an experiment for trying out what will happen to state and society under a policy regime that does not attempt to harness the most brutal consequences of a market led mode of capitalist protection.

‘Coping with Urban Poverty’ Ex-Textile Mills Workers in Central Mumbai,30 by S.K. Bhowmik and Nitin Morey is an important paper tried to examine the socio-economic
adjustments of families that have undergone decline in living standards within a brief period of time. The main earners in these families were once employed in the textile mills where most often employment was regular and permanent with some degree of social security. Those people who have lost their jobs and all the other facilities which they were entitled to becoming a part of the urban poor which draws its substance through employment in the informal/unorganized sector. How they have adjusted to their new economic status and what are the social institutions through which they are able to survive? An attempt is made to get the answers to the questions raised above.

Myrtle A Barse, made an effort to find out the effect of Voluntary Retirement Scheme in his paper entitled “Social Implications of Voluntary Retirement Scheme” (A Study of Mumbai)\textsuperscript{31}. The author made case studies of the employees who took Voluntary Retirement Scheme. The impact of Voluntary retirement Schemes has had wide ranging impact on the nature of employment and is changing the quality of workers lives. One of the effects is the increasing casualisation of labour. This article examines the nature of change in the quality of life among workers who have accepted VRS. Locating some of the problems in the context of the employers’ attitude to VRS.
"Globalising Economy Localising Labour"32 by Debashish Bhattacherjee is another paper on globalising economy showing its effects on Labour. The purpose of this paper is to trace the evolution of the Indian IR System. The evolution of Indian Industrial relations is discussed here in a historical and structural context. There are two phases. First is the era of state planning in the economic domain with a state dominated pluralism in the IR arena. The second is the after liberalization era where local or regional IR plays an important role.

"Impact of Trade Unions, Employment and Technology on Wages"33 A Study of the Cotton Textile Mills in Madurai District, By P.P. Dhanraj. This study covering a two-decade period shows that on the whole trade unions have experienced erosion in their strength. Also with the introduction of new technology in the cotton textile industry, the tussle is now between workers and machines, with mills acquiring sophistication and cutting production costs through reduced employment.

**Dr. Babasaheb Ambedkar On Labour:**

Dr. Babasaheb Ambedkar the Chief Architect of Indian constitution, is well known not only as a constitution maker and a parliamentarian but also as a scholar and reformer all over the world. He was not merely a champion of the downtrodden but in the real sense he was a national leader.
His contribution to the nation is not less than the contribution made by any other leader. ‘Dr. Babasaheb Ambedkar occupies a position of high eminence among the learned scholars of Indian society and philosophy. His erudition and learning as reflected through his writings may serve as a beacon light for rational approach towards our social and religious problems.

Babasaheb Ambedkar made his writings on many important issues of the nation. Like politics, Religion, Economics, Sociology, Law Anthropology etc. His unforgettable contribution is the Constitution of India which he drafted for the independent country like India. It has proved as an important document in keeping India as ‘One nation’ inspite of different castes, religions and languages. He has made valuable contribution to the various problems related to the working class of this nation. It is known to all that, he was ‘Labour Minister of India’ during the period 1942 to 1946. During his tenure many motions were moved and many amendments were made to the various bills. A long list of such bills can be given but taking into account the scope of the subject it is not possible to make review of every speech and writing of Dr. Babasaheb Ambedkar.

Babasaheb started writing on labour right from the year 1929 in “Bahiskrut Bharat”, The Govt of Maharashtra has recently published Vol No. 16 in which his writings and
speeches on Labour have been quoted. His contribution in the form of writings, speeches memorandum etc. in connection with industrial workers are reproduced in the said volume. Here we have to consider only few speeches and writings of Dr. Babasaheb Ambedkar which are very much related to the present subject. Now let us take a brief review of his literature available on labour, on the basis of which we may say that his thoughts are valuable even today, though many changes have taken place in the economy during last 50 to 60 years.

On 29th March 1929, Babasaheb took review of the Strike which took place in Bombay Textile Mills which continued for a period of six months. Bombay Govt. appointed one conciliation committee which gave its conciliation report and the strike was successfully withdrawn. Babasaheb in his article “Bahiskrut Bharat”\textsuperscript{34} stated that there are many Dalit workers working in textile units but they are deprived from entering in weaving section which is against the principles of workers movement. He also found that the committee on this issue was silent. He further asked when workers are in one class, why there should be discrimination on the basis of caste and creed?

His another speech which he has delivered as presidential address at the G.I.P. Railway Depressed class workmen’s conference at Manmad Dist Nashik on 12th and

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13th Feb 1938,35 shows the real picture of working class movement in India. In his speech he touched many issues related to the workers. He stated that “There are in my view two enemies which the workers of this country have to deal with. The two enemies are “Brahmanism” and “Capitalism”. I do not want to misunderstood when I say Brahmanism is an enemy which must be dealt with. By Brahmanism, I do not mean the power privileges and interests of Brahmns as a community. That is not the sense in which I am using the word. By Brahmanism I mean the negation of the spirit of Liberty, Equality and Fraternity. In that sense it is rampant in classes and is not confined to the Brahmins alone though they have been the originator of it”.

Babasaheb wanted to remove the causes which make one worker the antagonist of another worker on the ground of race and religion. The real way to bring about unity is to tell the worker who makes this social distinction which result in unfair discrimination, are wrong in principle and injurious to the solidarity of workers. He wanted to uproot Brahmanism, the spirit of inequality from among the workers if the ranks and labour are to be united. He found that no leader in India was raising his voice against this system. He said that, “I have heard labour leaders speaking vociferously against capitalism. But I have never heard any labour leader speaking against Brahmanism amongst workers. On the other hand their silence on this point is
quite suspicious. I must say that if Brahmanism is admitted to be the root cause of the disorganization of labour, thus a serious effort must be made to remove it from the workers.”

Talking about the trade unionism in India Babasaheb said “Trade Unionism is in a Sorry State. The Chief aim of trade unions is completely lost sight of. The chief aim of trade unionism is to protect the standard of living of the working class from being reduced. If there is any country where trade unionism was absolute necessity in my opinion it was India. But as I said to day trade unionism in India is a stagnant and sinking pool. It is entirely due to the fact that the leadership of trade unionism is either timid selfish or misguided.

Speaking on the issue of leadership Babasaheb classified the leaders in three categories. The first category is of the armed chair philosophy or politicians who only issues statement in the papers. Organizing workers educating the workers and helping them to agitate does not form part of their duty, they are only anxious to represent the workers and speak on their behalf but avoid having any contact with them. The second category of labour leaders is of those who are engaged informing unions for the sole purpose of finding a place for themselves as secretaries, presidents or chairman to maintain themselves in their places they try to keep their unions as separate and rival entities. Regarding the third
category of labour leaders. Babasaheb said “The third class of labour leaders is composed principally of the communists. They may be well meaning but I have not hesitation in saying that they are misguided body of men and I go further and say that nobody has brought a greater ruination on the workers than these men. If today the back of the workers is completely broken, if today the masters have the upper hand, if today unionism is an athema it is entirely due to the mis-use of power which the communists had at one time secured over the trade unions”. Babasaheb also criticised the tendency of the communists to use strike as a divine means of creating discontent among the workers.

Babasaheb also spoke on the entry of union in politics. He said “There is no question that you must organize a union for trade purposes. But this is not enough, you must also organize for political purposes. Experience has shown that trade unionism by itself cannot help the labourers to win their struggle against the masters. The protection of purely trade union interests cannot be the only reason why trade unions must enter politics. Your aim should be to replace this system of wage slavery by a system which will recognize the principles of liberty equality and fraternity. This means rebuilding of society and, I say that it is the primary concern of labouring class to bring about such a reconstruction of society.” Which party the worker should join? On this issue Babasaheb said that the workers should not join congress or
communists. Because both the parties failed to make radical changes in the working class. He stated that the workers should join a political party which is based upon class interests and class-consciousness. Babasaheb appealed the workers that they should join “Independent Labour party” which will be the party of all the depressed classes including all the workers. It is the only party which has a clear programme, which gives the interests of the workers, a first and foremost place which has a definite line of action, which proposes to exhaust all constitutional means for furthering its programme and will not agree to unconstitutional means.

On 1st January 1943 Babasaheb Ambedkar spoke on ‘All India Radio’ Bombay on the subject “Why Indian Labour is Determined To Win The War”[36] In his speech he explain his views as to why the workers want to win the war against Nazi order. What are the expectations of the workers? Talking on this issue he stated that “Labour is not context with securing merely fair conditions of work what labour wants is fair conditions of life, let me explain what labour means by fair conditions of life. Labour wants Liberty, Equality and Fraternity. Labour’s conception of liberty is very positive. It involves the idea of Government by the people. Labour wants Government which is Government by the people in name as well as in fact labour wants equality. By equality labour means abolition of privileges of every kind in law in the civil Service, in the Army, in taxation in
trade and in Industry, in fact the abolition of all processes which lead to inequality. Labour wants fraternity. By fraternity it means an all pervading sense of human brotherhood, unifying all classes and all nations with ‘peace on earth and goodwill towards man’ as its motto”.

Babasaheb wanted to create a new India. Mere independence is not enough for him. He wanted that in free India there should be free society away from any kind of inequalities. He argued that more emphasis ought to have been placed on ‘New India’ and less on ‘quite India’. Talking as a member of Labour Government of India, finally he stated “In view of Labour no one can deprive India of her right to freedom if she demands it with the combined strength of united people. If India’s independence is in the balance, it is because of disunity among Indians. The enemies, of India’s independence are Indians and no others”.

The Second important document on Labour is the speech delivered by the Hon’ble Dr. B.R. Ambedkar., member for labour, at the First Session of The Plenary Labour Conference37, New Delhi Monday September 6. His speech concentrated on social security. He stated that “The industrial problems and problems of Labour Welfare could not be solved unless the three parties - Government, Employers and employees - developed a sense of responsibility towards one another, showed more respect for
the views of one another and agreed to work in a spirit of
give and take and that there was not much chance of such a
sense of mutual respect and responsibility growing up so
long as one was engaged in talking at two other.”

Babasaheb was of this opinion that mere political
democracy is not enough. There should be economic
equality also. If there is equality in politics and in economics
inequality such system cannot be continued for a longer
period. So this contradiction should be avoided, while
talking on industrial development. He stated that “we must
be prepared for the revaluation of values. It will not be
enough to make industrial development of India as our goal.
We shall have to agree that any such industrial development
shall be maintained a socially desirable level.”

Dr. Babasaheb Ambedkar delivered a speech on
“Labour and Parliamentary Democracy”38 It was delivered
on concluding session of the All India Trade Union Workers
Study camp held in New Delhi from 8th to 17th Sept 1943. In
this speech he has explained the role of Labour in
Parliamentary democracy. He stated that “Political
democracy can not succeed where there is no Social and
Economic democracy, social and economic democracy are the
tissues and the fiber of a political Democracy. The tougher
the tissue and the fiber, the greater the strength of the body.
Democracy is another name for equality. Parliamentary

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Democracy developed a Passion for liberty. It never made even a nodding acquaintance with equality. It failed to realize the significance of equality, and did not even endeavour to strike a balance between liberty and equality with the result that liberty swallowed a equality and has left a progeny of inequities.

Speaking about the role of trade unions Babasaheb agreed that they serve a very useful purpose. Trade Unions even if they are powerful; Babasaheb though that they are not strong enough to compel capitalists to run capitalists better. Trade unions would be much more effective if they had behind them a labour Govt. to rely on. He stressed to control the Government by trade unions. If the working classes have to live under a system of parliamentary democracy, Babasaheb think that, the labour should declare that its aim is to put labour in charge of Government. Unfortunately labour in India has not realized the importance of such study. All that Labour leaders in India have done is to learn how best to abuse Industrialists. Abuse and more abuse has become the be all and end all of his role as a labour leader.

During the period when he was labour Minister, many bills were amended, 'The Indian Tea Control (Amendment, Bill. The Mines Maternity benefits (Amendment) Bill, The Indian Trade Unions (Amendment) Bill, The Factories
(Second Amendment) Bill, The Mines Maternity Benefit (Amendment) Bill, The factories (Amendment) Bill, Indian Mines (Amendment) Bill, Factories (Amendment) Bill etc. are some of the Bills which were moved during his tenure. It is not possible to make comment on all such Bills as time and space do not permit the main point of focus is to show how Babasaheb was a real labour leader. He wanted the classless and casteless society in free India, free from all inequalities. He also showed the limitations of the philosophy of Marx. He categorically stated that in India class struggle is not the real problem. The class is the outcome of caste system, which has divided even the working classes in number of segments as such class is the result of caste system. Inspite of huge population of working class, they could not become rulers of the nation, because they were divided on the basis of caste. Babasaheb had a solution on all these problems which he presented through his valuable document “State and Minority” the provision of which (a mini constitution which he prepared) were not accepted. Had they been accepted the picture of Indian workers would have been different altogether.

Conclusion:

This, in short is the review of the available literature on labour. All these studies and work undertakes by different authors and scholars have their own significance. Some more books and research papers can be added to the existing
list. But to avoid repetition only few books and published articles are reviewed by the researcher. Every paper and every book has contributed some thing new as it is related to some specific industry or region or area. They have touched different aspects of the labour problems from different angles as a result every study has become a milestone in the developmental process of labour movement.

Some Studies have been undertaken in Marathwada Region also. Prof Bobde and Ram Baheti have made valuable contribution to the trade union movement in Marathwada region by way of making their own studies. The studies, of course were limited to certain districts only. For example the study of Prof. Bobde was restricted to Nanded District and that too, it was restricted to Nanded Textile Mills only. Ram Baheti has concentrated his efforts on finding out the employer employee relations in textile industry, market yard, Railway and State transport.

Aurangabad being capital place of Marathwada having many large and small scale Industries in different MIDC Areas employing thousand of workers necessarily gave rise to the trade union movement in this area. The purpose of the present study is to make evaluation of trade union movement in Marathwada region with special reference to large-scale industrial units in Aurangabad city. The subject has its own importance and relevance in modern globalised
era. It is admitted by the researcher that it is a small effort to make some contribution to a very big and large subject with his own limited resources and capacities.
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