CHAPTER SEVEN
# CHAPTER VII

Trade Unionism In M.S.E.B.

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CHAPTER VII
TRADE UNIONISM IN M.S.E.B.

There are many Trade Unions which affect the working of M.S.E.B. In this chapter, the role of trade unions in the M.S.E.B. has been studied.

A) Union

Union are organisations designed to protect and enhance the social and economic welfare of their members. Trade union is a continuous association of wage earners for the purpose of maintaining or improving their condition of their working lives.

Trade unions means, 'Any combination whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between employers and employers or for imposing restrictive conditions on the conduct of any trade or business and includes and federation of two or more trade unions.'

Organization which represent workers who are its member in discussions about wages and conditions of employment with employer.

Unions are unique organization in a way it relates to a private or public enterprise or group of enterprises. A union's attachment to an enterprise implies dependency. Since the union cannot exist without another organization. The enterprise implicitly defines the membership of the union sustains it and provides benefits for a member which is purpose of union to achieve. Traditionally this benefits are not willingly offered by management union must extract them. Thus
the union is dependent upon and in conflict as well with the enterprise. This relationship of dependency and conflict is core of union action. The realization of the objectives of the union must be without destroying this relationship. The union must achieve its objectives within the limitations of customs and of law. This limitations steams from the great emphasis which has been placed on democracy in a union. Unions are ordinarily structured as representational organization in which leaders are elected and depend for their continuance in office on rank and file support. The supreme authority of the union is the membership as a whole which express it will through democratic procedure.

B] Goals of Unions

Union is an organization and every organization has its goals. Members are organized for realization of common objective members of the union come together and seek cooperation in order to achieve common goals. The goals of the union which are broadly common all unions can be grouped as under -

1) Economic and Social goals
2) Psychological goals
3) Institutional goals
4) Political goals

1) **Economic goals** : The most consistent single common denominator among them. The goals of union is economic welfare of its member which can be achieved by the accomplishment the number of specific benefits for member
which can be stated as under -

i) Higher wages

ii) Shorter Hours

iii) Improved working conditions

iv) Greater job security

v) Protection from dismissal

b) Social Goals: The social benefits which unions seek to achieve are as follows -

i) Health benefits

ii) Sick leave

iii) Vacation or Holidays

iv) Better housing

v) Loans

vi) Union themselves might some time provide

   (i) Co-operative Housing

   (ii) Credit Societies

   (iii) Co-operative Banks

   (iv) Library and reading rooms

   (v) Education and recreational programmes

vii) Union also influence to create pressure for affecting governmental action on following things -

   (i) Compensation law
(ii) Social Security
(iii) Reduction of unemployment
(iv) VRS Schemes
(v) Opposition to liberalization and privatization.

2) Psychological Goals:

Union provide psychological support to its members. Union Strives to achieve certain objective which create confidence among its members. This goals are as follows:

a) Dignity, Status Self respect, Psychological security, Satisfaction through participation.

b) provides outlet for the frustration of industrial employment

c) Use of skills and abilities not required or negated on the job.

3) Institutional Goals:

The institutional goals are measures desire to ensure union security, this includes:

a) Maintenance of membership claysees.

b) Closed shop which requires a perspective employee to be a member before he can be hired (this provision out lawed)

C) Union shop required all eligible employee to join the union and it is recognize as the bargaining agent.

d) Check off - Through it management deduct from employees pay the amount equivalent to union dues and remit it to union.
e) Jurisdictional issues.

4) Political goals:

The political goals including following -

a) Unions are considered as instrument or means to achieve general goal of human welfare or welfare of working class.

C) Theories of Trade Unionism

1) Revolutionary theory:

Brilliantly expounded in the communist manifesto the revolutionary explanation of Marx and Engles was that labour movement were the steps in reorganizing society overthrowing the capitalists and substituting common ownership of all capita and property with economic equality for all. Trade unions were nothing but a preparation to bring about a revolution which will result in the extinction of the capitalist class and the establishment of the paradise of the proletariat.

2) Industrial Democracy:

The Theory of industrial democracy was put forth by Sidney and Beatrice Webb who after a detailed study of early unions concluded that unions represented a means by which workers can cope with stronger political and economic power of employers and thus introduce democracy in to working relations.

3) Business theory:

The foci of this theory is not political but it has economic oriented. The credit for popularizing this theory goes to Samuel Gompers\(^5\). First president of
American federation labour. In his opinion the aims of union is to protect economic interest of the worker. He was opposed to revolutionary unionism or political unionism.

4) Socio - Psychological Theories :

Carlton Parker, Robert F. Hoxie, Clinton Golde and Harold J. Ruttenber have contributed these theories where unions are regarded as instruments through which a broad range of human wants and needs such as feeling of security belonging freedom and strength is realized.

5) Change Theory :

It is Selig Perlman who concluded that the objectives of labour movements keep changing from time to time and no simple theory can explain the varieties of movements that have appeared.

D] Types of Unionism

According to the union purpose and method they can be classified in to six types. Clark Kerr giver six types as follows⁶ -

1) Pure and simple unionism : Here the emphasis is on collective bargaining to raise money wage without the benefit of theories and formula.

2) Wage policy (improvement) unionism : Here the union emphasis is on collective bargaining for a real wage (the escalator clause) and share of increased productivity (improvement clause).

3) Managerial Unionism : Here the stress is no (a) profit sharing schemes (b) 'All or None' contract and (c) Union management joint control with union
participation in price setting control of entry of firms etc..

4) **New Deal unionism**: Here union policy is to develop political alliance with other forces for securing full employment economy through government action while bargaining for higher money wages under improved economic conditions.

5) **Labour party unionism**: Here the effect is to control distributive share through governmental shares and not through collective bargaining by means of progressive taxation and various forms of subsidy.

6) **Direct control unionism**: Direct government controls on a temporary or permanent basis are sought particularly over prices. At a move sophisticated level there may be a national bargain at the parliamentary level over 'class shares' involving wages, prices, taxes, government benefits and at the extreme a sully planned economy.

**E) Internal Process**:

Control in unions -

The question of democracy - Democracy is among the most prominent issues in the literature concerning the interest process of unions. A common denominator in most if not all discussions of democracy in unions is the variable of control; how control is distributed in the organization. Presumably that organization is most democratic in which the rank and file is most influential in decision making. Researchers may take different approaches to its definition and measurement of democracy include that the between the content of organizational
decisions and the decision making process itself some decisions are said to be more democratic than others.

Additional distinctions include those between the formal and informal and between the Potential and Actual exercise of control.

Some consideration has also been given to distinctions among the objects of control in the union according to their importance. Thus members may exercise no control over day to day administrative matters which are of little concern to them but they may exercise some control over more important issues. The distribution as opposed to the amount of control in an organization represents another sources of variation which is not delineated in most discussions of democracy and it is therefore difficult to know how it should be taken in to account.

This leads to further ambiguity deriving from the use of the terms autocracy, oligarchy, centralization, and bureaucracy as antonyms for democracy for example is said to be the opposite of autocracy. But it is not clear that making an organization less autocratic necessarily makes it more democratic. A move away from autocracy, for example may be a move toward a more laissez-faire rather than a more democratic union.

F] The State of affairs :

Local unions are reported in general to be more democratic than national unions according to most criteria:

(i) Close personal contact in a single plant local permits mutual influence
and control among members and between member and leaders.

(ii) Local leaders are not so highly motivated to maintain their positions in office as are leaders in national unions. Since the rewards are not as great; contested elections are frequent and officer turnover therefore tends to be relatively high.9

(iii) The national unions exercise important control over locals so that the scope of decision making within locals may be some what circumscribed local unions to authorize strike without some form of national approval10.

(iv) The national also plays a significant role in the negotiation process11.

(v) National unions themselves differ in their observance of democratic procedures. Although most leaders feel some compulsion to maintain the apperance of democracy12, leaders of several nationals frankly acknowledge that their unions are not, need not and should not be democratic13.

(vi) The most favorable basis of evaluation at both the local and national levels is the extent to which leaders are responsive to the general desires of the rank and file members14. There is good reason to think that serious failures by the leadership to fulfill members expectations would be met in most unions by some form of opposition and ultimate rejection.

(vii) Active opposition to the administration in power is rare and even where it exists it tends to be ineffectual. Since the advantages to the incumbent are extremely difficult to overcome15.

It should be noted in this context that the standards of democracy which appear violated by most of these constitutional provisions in unions are rarely if
ever considered as the bases for evaluating other organizations.

G] Factors affecting control in unions:

The factors affecting control in unions are as follows -

a) Members participation.

b) Personality values and democracy

c) Leadership

d) Functions of union

e) Union and development

a) Members participation -

Local regular union meeting are means by which members exercise control over union policies and attendance is often considered important criteria of democracy. This attendance can be taken as formal membership participation. Some participation may occur informally. It is not uncommon for discussion of union business to take place in plant between workers at adjacent machines between stewards and men or among friends at lunch and during rest periods. These represent important aspects of union activity since members may exercise some influence over union policies and action through these informal channels16.

b) Personality, Values and democracy -

Control in organization has two general implication for members pragmatic and symbolic. The former refers to the content of the control what the member must or must not do, the restricting to which he is subjected the privileges. He may enjoy the areas of choice or freedom he has a result of the control. A decision to
bargain for a 5 per cent salary raise implies some degree of pragmatic benefit to member whether or not the decision was arrived at democratically. However, control may have special psychological meaning or significance to individuals quite apart from its pragmatic effects some persons may have a 'need for power' or 'for independence' some may be authoritarian or egalitarian, conservative or liberal in their values these characteristics imply something about the reaction of members to the process of control itself.

c) Leadership and control -

An implacable tendency toward oligarchy in organization is attributed partly to member and partly to leader. Members contribute to oligarch through their incompetence apathy and desire for strong leadership. Leaders play a role in creating and maintaining oligarchy, since they have inside knowledge of the organization, political skill and they are able by virtue of their position to control the formal means of communication. However leaders use of their knowledge, skill and position to develop or maintain oligarchy assumes some motivation.

d) Union Function and Control -

Union members are interested in and prepared to exercise control as a means but not as an end workers want unions to represent their interest in the work place and most members seem willingly to accept centralized control on the implicit assumption that their interests can be realized most efficiently this way. The major concern of members for the effective prosecution of unions collective bargaining functions has been among the circumstances leading toward
bureaucratic organization and oligarchic control\textsuperscript{18}. The centralization of control in national unions and the power of the leadership can be understood in large measure in terms of requisites of collective bargaining objectives and the political and economic environment within which these objectives must be pursued. Growing centralization in industry, industry wide bargaining, government intervention and the need for union experts have all militated in the direction of more bureaucratic and centralized union organization.

e) Union development and control -

The issues with which unions now deal do not carry the same sense of urgency. The missionary spirit, the emotions, the disaffection and hostility toward management no larger have great meaning and force. Union have matured they have become more business like and to some extent more bureaucratic. They have grown and in the process they have become more centralized. A larger number of locals in a national implies a smaller role for each in the decision-making processes\textsuperscript{19}. Increasing the numbers of local creates difficulty in the exercise of influence in the organization. The obstacle to concerted action by locals under this conditions are amplified by increased geographic separation. Local are integrated into the organization largely through their lines of communication and influence with the national office, and growth in the number of local employees for this reasons an increasing degree of dependency and centralization.

H) Historical Context

Trade union are the product of industrial revolution and modern factory
system. The evils and problems that came up with fruit of industrial revolution resulted in to creation of union. As protest organization union vaison-de-etre is combat misery and suffering to protest against long hours of work that to for pitiful wages and fight against unsafe and inhuman working environment. Contrary to this notion historically a durable wage earner existed in England. Nearly a century before the development of factory system and pioneers of trade union movement where the woolen workers of west of England and midland frame-work knitters around 1650. The historical processes which explain the first institution of trade union movement are in the words of Sidney and Betrice Webb, "The essential cause of growth of durable association of wage earners must lie in something peculiar to the later centuries. The fundamental conditions of trade unionism we discover in the economics revolution through which certain industries were passing. In all cases in which trade unions arose, the great bulk of the worker had ceased to be independent producers themselves controlling the possessing and owning the materials and the products of their labour and had passed into the condition of life long wage earner, processing neither the instruments of production nor the commodity in its finished state. From the movement a that to establish a given business more capital is required than a journeyman can easily accumulate within a few years, a guild mastership the mastership of the masterpiece becomes little more than a name skill alone is valueless and is soon compelled to hire itself out of a capital. Now begins the oppositions of interest between employers and employed, now the latter begin to
group themselves together, now rise the trade society the rise of permanent trade combinations is to be ascribed in a final analysis to the definite separation between the functions of the capitalist entrepreneur and the manual worker. It is often assumed that trade unionism arose as a protest against intolerable industrial oppression. This was not so. The first half of the eighteenth century was certainly not a period of exceptional distress. That it is seen that seeds of growth of unionism lie in the historical evaluation of the divorce of capital and labour giving birth to a class of people permanently reduced to the status of wage earners"20.

I) Evolution of Trade Union Movement In India

After the establishment of factory in India in 1860, some type of trade union came in to existence. In 1875 Sorabji Shapurji with few social workers and Philanthropists started labour agitation in Bombay against the sorry state of working conditions especially of woman and children and demand legislative protection provide them. This period saw sporadic agitation and strike over the issue of wages but after this strike workers disintegrated. This union can be termed advocs unions between 1882 and 1890 twenty five strikes were recorded. In 1890 the first labour organization, 'Bombay Mill Millhands Association' was founded by N. M. Lokhande. N. M. Lokhande also started first news paper for working class by name 'Dinbandhu'. In order to place before the government and employers the legitimate grievances of workers.

In 1897 the amalgamated society of railway servant of India and Burma was established. In 1905 Printers union in Calcutta, The Bombay Postal Union
1907. Kamager Hit Wardhak Sabha 1910 was established. This association settled disputes and place petition to the government. The labour movement in India was under the influence of outside leadership. Leaders of freedom struggle hold sway over the unions. In protest against six years prison sentence upon Lokmanya Tilak 1908 resulted into six days strike under taken by 415 Bombay workers.

The credit for the formation of first modern trade union goes to B. P. Wadia who establish Madaras Labour Union in 1918. B. P. Wadia strongly advocated the cause of union. The cause for union in the following words, "Why should not labour in India be made vocal so that it can agitate against the existing factory act and gain for itself a reduction in working hours and do their sundry thing. Mass movement of a political nature have to begin some time in India and some body has to tackle the problem. I think the time has come to make a start and why should I not be that somebody"21.

The political nature and the political link was further emphasized by Wadia, "It is very necessary to recognize the labour movement as an integral part of the national movement. The latter will not succeed in the right direction if the working classes are not able to organize their forces and come in to their own". And again the union in a resolution stated that, "This meeting further urges the congress, in its selection of delegates, to choose at least one who could speak with authority and knowledge of the grievances of Indian labourers and their representative in the reformed India Council"22.
Important Events In Evolution of Trade Union Movement In India

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<td>1917</td>
<td>Establishment of Ahmedabad cotton mill. Chairman Anuswyeh Sarabhai.</td>
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<td>1920</td>
<td>Spinners and weavers union established by M. K. Gandhi. Further amalgamated in to Ahmedabad Textile labour association.</td>
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<td>1920</td>
<td>All India trade union congress (AITUC) the first all India body was established under the chairmanship of Lala Lajapat Rai. Union affiliated were 64 and total membership 1,40,854.</td>
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<td>1926</td>
<td>India Trade Union Act was passed, which gave legal status to trade unions and immunity to members from criminal and civil liability for action.</td>
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<td>1925-30</td>
<td>The trade union began to emphasis ideologies and to assume an international outlook resulting in the appearance of leftist or communist element in AITUC.</td>
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<td>1931</td>
<td>The communist were forced out of the trade union congress which was dominated by the radicals and the communist formed red trade union congress.</td>
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<td>1934</td>
<td>At the annual session of AITUC a compromise was reached with the communist and red trade union congress was dissolved.</td>
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<td>1942</td>
<td>The labour laws were enacted for making to provision for holiday with pay for factory workers and raising the wage limit in working compensation Act, industrial standing order Act and weekly holiday Act.</td>
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<td>1947</td>
<td>The leading congress and trade unions leaders under the chairmanship of Sardar Patel form Indian national trade union congress (INTUC) which would take concerned action to safe guard the workers interest.</td>
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<td>1948</td>
<td>Hind Majdthur Sabha was established</td>
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<td>1949</td>
<td>United Trade Union Congress was formed (UTUC) thus there were</td>
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four central trade unions operating in India INTUC, ITUC, HMS and UTUC.

**K] Unions and M.S.E.B.**

M.S.E.B. is the one of the major public enterprise of Government of Maharashtra. In the of M.S.E.B. there are various unions. In M.S.E.B. the presence of various union is evident because of sheer size and nature of the organization. M.S.E.B. is on the major employee of state. The registered union that functions in M.S.E.B. are as follows -

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<th>Office bearers name and Zonal level</th>
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<td>Shri M. L. Dhombare Zonal President</td>
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<tr>
<td>2)</td>
<td>Maharashtra State Electricity Board workers federation (ITUC)</td>
<td>Shri T. K. Topare Zonal President</td>
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<tr>
<td>3)</td>
<td>Marathwada Rashtriya Veez Kamgar Union INTUC</td>
<td>Shri D. S. Didore Zonal President</td>
</tr>
<tr>
<td>4)</td>
<td>Vidhut Mandal Tantrik Kamgar Union</td>
<td>Shri P. D. Chamnikar Zonal President</td>
</tr>
<tr>
<td>5)</td>
<td>Maharashtra Rajya Vidhut Mandal Tantrik Union</td>
<td>Shri D. S. Deshmukh Zonal President</td>
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<tr>
<td>6)</td>
<td>Maharashtra Rajya Magaswargiya (Backward) Vidhut Karmachari Sanghtana</td>
<td>Shir T. K. Gaikwad Zonal President</td>
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<td>7)</td>
<td>Engineers Association</td>
<td>Shri Magulakar Zonal President</td>
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<td>8)</td>
<td>Subordinate Engineers Association</td>
<td>Shri J. K. Mishra Joint Secretary</td>
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<tr>
<td>9)</td>
<td>M.S.E.B. Officers organization</td>
<td>Shri A. D. Rode</td>
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10) Maharashtra Bahujan Vidhut Kamgar Federation
   Shri Vasant Ghodve
   Zonal President

11) Karyalayin karmachari Sanghtana
    Shri B. P. Sonwane
    Zonal President

12) Vigilance & Security officers Organization
    Shri D. S. Umbare
    Zonal President

13) Drivers Cleaners Association
    Shri D. M. Sonawane
    Zonal Joint Secretary

14) Navyug Kranti Union M.S.E.B.
    Shri G. C. Wagh
    Zonal President

L] Aims and objectives of the Union -

The basis of the union functioning in the M.S.E.B. differ form each. But by and large all unions seeks to promote better employee employer relationship.

The constitutions of the respective unions provided for its aim and objective of major three unions in a M.S.E.B. are given in detailed as under -

1) Aims and Objective of Marathwada Rashtriya Veez Kamgar Union INTUC

A) i) The INTUC sets before itself comprehensive aim of establishing 'an order of society which is free from hinderance in the way of an all round development of its individual member which encourages the growth of human personality in all its aspects and goes to the utmost limit in progressively eliminating social, political or economic exploitation and inequality, the profit motive in the economic activity and organization of society and the anti-social concentration of power in any form.

   ii) To place industry under national ownership and control in a suitable
form in order to realize the aforesaid objective in the quickest time.

iii) To organize society in such a manner as to ensure full employment and best utilization of its manpower and other resources.

iv) To secure increasing association of workers in the administration of industry and their full participation in its control.

v) To promote generally the civil and political interest of the working class.

B)i) To secure an effective and complete organization of all categories of workers.

ii) To guide and coordinate the activities of the affiliated organization.

iii) To assist in the formation of trade unions.

iv) To promote the organization of workers of each industry on a nationwide basis.

v) To assist in the formation of regional or provincial branches of the INTUC.

C)i) To secure speedy improvement of conditions of work and life and of the status of workers in industry and society.

ii) To obtain for the workers various measures of social security including adequate provision in respect of accident, maternity, sickness, old age and unemployment.

iii) To secure a living wage for every worker in normal employment and to bring about a progressive improvement in the workers standard of life.
iv) To regulate hours and other conditions of work in keeping with the requirements of the workers in the matter of health recreation and cultural development.

v) To secure suitable legislative enactments for ameliorating the conditions of the workers and ensure the proper enforcement of legislation for the protection and uplift of labour.

D)i) To establish just industrial relations.

ii) To secure redress of grievances without stoppages of work by means of negotiation and conciliation and failing that by arbitration or adjudication.

iii) Where adjudication is not applied and settlement of the disputes by arbitration is not available for the redress of grievances, to facilitate recourse, on the part of the workers to other legitimate methods including strikes or any suitable form of satyagraha.

iv) To make necessary arrangements for the efficient conduct and satisfactory and speedy conclusions of authorized strikes of satyagraha.

E)i) To foster the spirit of solidarity service brotherhood, cooperation and mutual help among the workers.

ii) to develop in the workers a sense of responsibility towards industry and the community.

iii) To raise the workers standard of efficiency and discipline

Means: The means to be adopted for the furtherance of the objects shall be peaceful and consistent with truth.
2) Aims and objectives of Maharashtra State Electricity Board workers Federation (AITUC)

   i) To establish a socialist state in India.

   ii) To socialize and nationalize the means of production distribution and exchange as far as possible.

   iii) To ameliorate economic and social conditions of the working class.

   iv) To watch, promote, safe guard and further the interest, right and privileges of the workers in all matters relating to their employment.

   v) To secure and maintain for the workers -

      (a) The freedom of speech 

      (b) The freedom of press 

      (c) The freedom of association 

      (d) The freedom of assembly 

      (e) The right to strike and 

      (f) The right to work or maintain 

   vi) To coordinate the activities of the labour unions affiliated to the AITUC and

   vii) To establish political or economic advantage based on caste, creed, community race or religion

Means: The AITUC shall endeavour to further the aforesaid objective by all legitimate. A peaceful and democratic methods such as legislation, education propaganda, mass meeting, negotiations demonstration and in the last resort by
strikes and similar other methods as the AITUC may from time to time decide.

3) Aims and objectives of Maharashtra Veez Kamgar Mahasangh (Bhartiya Majdoor Sangh)

   i) To promote the economic, political, social and cultural interests of the Indian working class.

   ii) To guide and coordinate the activities of affiliated and organizations and assist them in their work.

   iii) To watch, safeguard and promote the interests, rights and privileges of workers in all matters relating to their employment.

   iv) To promote the formation of -

       (a) Federation of unions from the industry or occupation.

       (b) National unions of workers employed in the same industry or occupation.

   v) To secure and maintain for the workers -

       (a) The freedom of speech

       (b) The freedom of press

       (c) The freedom of association

       (d) The freedom of assembly

       (e) The right to strike

       (f) The right to work or maintain

       (g) The right to social security

   vi) To organize for and promote the establishment of a democratic socialist
society in India.

vii) To promote the formation of cooperative societies and to faster workers education.

viii) To cooperate with organization in the country and outside having similar ais and objectives.

Means: In the promotion and realization of these aims and objectives the mahasangh shall employ all legitimate peaceful and democratic methods.

M] Union Management Relationship in M.S.E.B.

Union management harmonious relationship is essential ingredient for realization of organizational objective. In Indian setting tripatigiatic consulative machinery has been evolved under which the conflicting issues between employer employee are resolved. The means adopted by all most all major union and management where M.S.E.B. is no exceptions are as follows -

i) Collective Bargaining:

The best explanation for collective bargaining is given by Selig Perlman, he explains, "Collective bargaining is not just a means of raising wages and improving conditions of employment nor is it merely democratic government industry. It is above all a technique where by an inferior social class or group carries on a never slackening pressure for a bigger share in the social sovereignty as well as for more welfare security and liberty for its individual members"\textsuperscript{23}.

ii) Settlement of industrial disputes:

The Industrial Dispute Act 1947 Section 2(k) defines an industrial dispute
thus, 'Industrial disputes means any dispute or difference between employers and employees or between employers and workmen or between workmen and workman which is connected with the employment or non employment or the terms of employment or with the conditions of labour of any person.

The dispute is carried to its logical end results in strikes or lockout which affects the achievement of organizational objectives. In Indian context the dispute settlement machinery is supported by the state it consist of -

i) Works committee

ii) Board of consolation

iii) Consideration officer

iv) court of inquiry

v) Labour court

vi) State Industrial Tribunal

vii) National Tribunal

The first four are charged with the task of negotiations and considerations and last three with adjudication.

N] The issues raised by unions in M.S.E.B. from 1978 to 2001

The issues raised by various unions present in M.S.E.B. are discussed under this heading the nature of issues is either monetary or policy based in particular it targeted government policy of privatization.

<table>
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<tr>
<th>Date</th>
<th>Issues</th>
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<tbody>
<tr>
<td>24.1.78</td>
<td>One day strike for pay fixation (Successful)</td>
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20.11.81  28 day’s strike separate scale for junior engineer (Successful)
16.6.83  One day strike for parity in salary (Unsuccessful)
3.1.84  Three day strike for parity in salary (Unsuccessful)
15.3.84  Seven day strike for parity in salary (Unsuccessful)
16.3.86  One day strike for pay fixation (Successful)
30.1.88  Strike for pay fixation (Successful)
15.3.88  Strike for pay fixation (Successful)
12.1.90  Strike to oppose privatization.
21.10.97  Two days strike for bonus (Successful)
31.1.96  One day strike for pay fixation
29.6.96  Technical employees (Engineers) strike for separate pay scale
21.7.2000  All India leave to oppose privatization
25.7.2000  Four days strike to oppose privatization
22.10.2001  One day strike to oppose privatization.

Trade Unions in the M.S.E.B. have then played a very significant role in
deciding major policies and programmes relating to the large number of M.S.E.B.
employees of different categories. There have been several occasions of conflict
and contradiction between the employee's unions and the management. Most of
the times the management had to accept and yield to the pressures of the trade
unions. But some times the unions have withdrawn their agitation to
accommodate the views of the management. Thus this is the story of the give and
take between the trade unions and management which it seems, is unending...
References -


2) *The Indian Trade Union Act*, 1926


11) Ibid, P. 42.


