CHAPTER - 1

GROWTH OF TRADE UNION MOVEMENT

1. Background of Trade Union Movement
2. Trade Union in British period and after
3. Trade Union struggle as an international phenomena
4. Role of Trade Union in different discipline
5. Trade Unionism in Banking Industry
1. BACK-GROUND OF TRADE UNION MOVEMENT:

Any discussion on trade Union Movement first requires a precise definition of the term "Trade Union" not only because any scientific investigator proposes but because of the wide difference in the use of the term in different countries. Thus in India for example, the term, trade unions according to the "Trade Union Act" of the country refers also to Employer's Association besides the employees organisation.

Since the employers and the self-employed Professionals like the Medical Practitioners, free lance Musicians etc. are not wage earners, their association can not be regarded as a Trade Union.

The Trade Union Movement being often influenced by religious, cultural and racial factors, but according to Marx and Engels, the Trade Unions owes its origin to the competition under capitalism and the inherent contradiction between the interests of the industrialists and workers in capitalistic society. In fact due to growing competition among capitalists each one of them feels a strong desire for increasing production of his employer for which he has to increase the capital employed per capital or what has been termed
by Marx as, "Organic Composition of Capital", Trade Unionism result from the worker's attempt to protect themselves from the heavy pressure of competition under the Capitalistic economy".¹

Trade Unionism is the instrument which they create in order to protect their conditions of work which tend to deteriorate more and more with the increase in the pace of capital accumulation.

The history of Trade Unionism in India has been influenced by many economic and political events, which have moulded its growth pattern and contributed to its present strength and is also responsible for its weakness. While the Trade Union movement has now emerged as a formidable economic and political force in the industrial sector, its looseness of structure could well be inferred from the secular decline of the average Union membership. It may, therefore, be necessary to recall major events - formation of Unions, Political developments, economic situation to understand the growth and pattern of Unionism. This survey will be done in different stages. Like emergence of Unionism, eradication of reformists, the initial push of World War II and its after-math and the post independence growth. It will
conclude with an analysis of the secular trend in growth of trade Unions in India.

The rise of trade unions was a new development in the society. In its long history through the ages, there is no organisation which can be regarded as the prototype of a Trade Union. The old social organisations that came to mind in as prototypes of Unions were, guilds, Mahajan or Shrevis, which existed in the pre-British Society. Some of them still exist in a city like Ahmedabad, they still exercise a certain measure of influence and authority, but they were essentially the organisation of traders and merchants. They laid down rules and regulations of trade insisted on their observance and punished those who did not follow them. They were not the organisations of the toiling masses as are the trade Unions of the present day.

Some observers are inclined to find close similarities between the Shrevis and Mahajans of the ancient and medieval period with the Trade Unions of the modern era. Shri K.T. Shah, the writer of "Ancient Foundation of Economic in India", has compared the Craftsmen's guild with the present day Labour Organisation (P.49) but on the other hand some
economists are of the opinion that, "In fact guilds were not essentially economic but also political bodies". There were the guilds of artisans, villagers, forest police and even of robbers and fee booters. These guilds were small autonomous units organised by men in different vocations for their own collective benefits. They carried on production work and employed their own capital and labour. Everything was based on mutual confidence. However and whatever their character and their place in the social life of ancient India, they did not influence in any way the rise of trade Unions.

Trade Unions are essentially the produce of modern large scale industries. Indian Trade Union did not grow out of any existing institutions in the society. They developed as new institutions. But before the Unions were actually formed there were some earlier attempts no doubt, isolated and ephemeral at articulating, the protest of workers and giving expression to their demand for lessening the rigours of industrial life. There was a record of a protest strike in 1877 of the workers of the Empress Mills in Nagpur over their wage rates. Similar disturbances took place from time to time in a number of establishments in many parts of the country. But usually their aims were short-lived, lasting not
more than a couple of days, the reason for stoppages being on many occasions, the dismissal of a jobber, punishment for breach of discipline or change in some establishment practice. It is difficult to call them strikers, for they were more elemental revolts rather than organised protests. As a general rule, they ended in defeat for the workers. Employers were very powerful and workers had not yet learnt the lesson of Unity and organisation.

The Trade Union Movement has now become more or less an integral part of the economic scene in India. There is hardly any Industry worth the name which does not have representative organisation of workers. Even government employees as well as those employed by autonomous bodies have formed traded Unions. These organisations seek better service conditions for their members in their respective fields. Today workmen employed in various industries enjoy a lot of such benefits, which about a hundred years ago their brothers could never have imagined. As observed by the National Commissions on Labour. "Although by the end of the 19th Century, Modern Industry had secured for itself a place in the economic life of the community for other parts of the industry viz electricity, mines etc. Workers who
were sweating from sunrise to sun-set in dingy insanitary factories to keep the machines moving had received no attention. Some special and welfare workers tried to organise the workers, but there was no union in the real sense. ²

Trade Union Movement in India was started by the politicians social reformers and careerists. As observed by C.B. Mamoria, "the movement was for the workers rather than by the workers and was generally confined to the somewhat educated class workers." ³
2. TRADE UNION IN BRITISH PERIOD AND AFTER:

The advent of trade Unionism in India could be traced to the early days of industrialization beginning in 1850's with the establishment of cotton and jute mills in Bombay and Calcutta. In the British period when the modern large scale factories were set up it credited many stresses and strains for the labour. Besides becoming the slaves of machines the workers lived and worked in a deplorable state. Insecurity of employment, in human treatment by European supervisors, excessively long hours of work without break, absence of safety devices at the work place, employment of women and child labour, dearth of suitable accommodation, the remoteness or workers' hovels from the factories, and above all, the wages below the level of subsistence were commonly evident all over India. The wide-spread discontent among workers arising out of their plight and their effort to mitigate the prevalent evils of Industrialisation seem to have provided the major impetus for trade Unionism to take root.

The workers' economic struggle derived strength from the nationalists' movement. The primary leadership for trade Unions came from persons who were strongly
committed to the country's political freedom and in the process sought the active support of workers to help them consolidate their strength. The early support to Trade Unions was also provided by a group of social workers humanists and philanthro-pists, who were distressed with the miseries of workers and tried to assist them by placing their case through journals or sending appeals/memorandums to the government. The persistent effect of these leaders led to the APPOINTMENT of various committees and commissions of labour to probe into the working conditions and including the wages of the workers. Slight references may be made in this regard to the Bombay Factories Commissions in 1884. The Indian Factory Labour Commission in 1890, the Royal Commission on labour 1802 and the Indian Factory Labour Commission in 1908.

Indian trade Unionism, in its early phase, was in a loose amorphous and unorganised state. This state continued till 1918 when the Madras Labour Union was formed under the leadership of B.P. Wadia, the Madras Labour Union (MLU) has been accepted the first, genuine properly organised "Trade Unions" in India. The basic issues that led to its formation were the attempt of the workers of the "Buckingham Carnatic Mills" to resolve
their grievances like want of mid-day recess, low wages and their bad treatment by the European Supervisors. Subsequent to the formation (such as abusing, insulting and assaulting them) of Madras Labour Union, one notable development was the formation of the Textile Labour Association (TLA) in Ahmedabad in 1918 to secure better wages for textile workers. The TLA had been playing an important role for the betterment of such workers in Ahmedabad. Following the inception of MLU the TLA many Unions were formed in Bombay, Bengal, Uttar Pradesh and Punjab.

Indian Trade Unionism entered a significant phase of development with the formation of the All India Trade Union Congress (AITUC) on 31st Oct. 1920 under the Presidentship of Late Lala Lajpat Rai. The AITUC, the first National Organisation of Labour, was the answer to the growing need to have a representative body to represent Indian labour at the international Labour Conference at Geneva. The basic objectives of the AITUC were to represent, safeguard, and promote the workers’ economic, political and social interest and to provide a common platform for and all existing labour organisation to nationalise their activities, co-ordinate, extend and consolidate the trade Union movement in the country.
The beginning of the 1920's also witnessed a wave of strikes in different parts of the country. All through the immediate provocation was wage cut, retrenchment, long hours of work, several other factors accentuated this situation of confrontation. (The economic hardship generated by World War I, the advent of a militant leadership under the communists).

The notable phenomena in the 1930's was the worldwide "great depression" and its consequence for industrial workers.

In their attempt to combat the economic crisis the employers resorted to large scale retrenchment and wage cut. Workers resisted this move by going on strike. Bombay witnessed the maximum industrial unrest. By the middle of the decade a significant change had taken place in the political sphere which had a favourable impact on trade Unionism.

ABB:

U.P. - Uttar Pradesh

AITUC - All India Trade Union Congress

MLU - Madras Labour Union

TLA - Textile Labour Association

INTUC - INDIAN NATIONAL TRADE UNION CONGRESS
Indian trade unionism entered an eventful phase without the break of World War II on 3rd Sept. 1939. Besides its economic aspects, the War had far reaching political implications. The Viceroy proclaimed India as a belligerent. The powers autonomy was canceled, therefore the ministry quit office in protest against the deprivation.

During the war Indian Trade Unionism suffered a further set-back in the form of a second split in the AITUC. The Unity resorted on the eve of the war could not be sustained due to the divergent views that emerged on the issue of supporting on devasting war.

The war-time inflation helped industrialists to accumulate enormous profits yet the rise in wages was negligible. The index for industrialisation production and for profits (for All Industries ) rose from 102.7 and 138.0 in 1939 to 120.0 and 233.6 in 1945 respectively. But the real earning of workers witnessed a steep fall from 108.6 to 74.9.

The economic hardship of workers led to widespread strikes in different parts of India. They demanded dearness allowance, bonus etc. The aftermath of war brought no relief to the workers. In such calamities the
Indian National Trade Union Congress, as the labour wing of the Indian national Congress was formed on 3rd May 1947. The Congress came into power following Independence on 15th August 1947. (All along the INTUC has been with the government).

The Indian Trade Union Movement since the establishment of the AITUC in 1920 remained very close to the national movement led by the Indian National Congress. This was very natural looking to the fact that the builders of Indian Trade Union Movement in the beginning of this stage were staunch nationalists. Even Mr. B.P. Wadia, whose appearance in the trade movement was somewhat transitory yet stormy, was perhaps the first leader who had very eagerly looked forward to an opportunity of giving trade movement an important place in the national movement. He wrote in 1921, "it is very necessary to recognize the trade movement as an integral part of the National Movement. The latter will not succeed in the right direction of democracy of India, working classes are not enabled to organise their own forces and come into their own, unless this is one for all classes of workers, peasants, plantation men, coolies, factory men and miners over the "Montague Reforms" will not succeed in transferring the power of
bureaucracy from foreign to native hands, that is not democracy".

The link between AITUC and the Indian National Congress in the formative years of the AITUC was established without doubt, since not only its first president Lala Lajpat Rai joined but the other Congress Leaders C.R. Das, Moti Lal Nehru, J.L. Nehru and Subhash Chandra Bose had presided over AITUC, at one time or the other. On the other hand the Indian National Congress also took greater interest in the working of AITUC and the Indian Trade Union Movement. During the annual session of the Indian National Congress in 1921 the National Congress welcomed the formation of the AITUC in 1920 and also during the Gaya session in 1922. The Indian national Congress had also appointed a committee to assist the executive of the AITUC for the organisation of Indian Labour, both agricultural and Industrial. The mutual impact between the two movements created the political climate. Afterwards the British government had to quit and to leave India and finally India became independent.

It was with great joy and enthusiasm that all the sections of the people welcomed the advent of
Independence on 15th August 1947. Independence however brought along with it many problems. The post partition problems paralysed normal life in the country and amongst them the central trade Union organisation which was known as the worst affected body the Indian Federation of Labour.

In view of the industrial unrest the primary responsibility of the new government was to re-assure industrial peace and harmony. The concern was reflected in the constitution of the INTUC which emphasised interaction, the redressal of grievances without stoppage of work through negotiations or conciliation and failing these through arbitration and adjudication.

In order to identify the measures to avoid strikes and combat unrest a conference of labour and management representative was convened in New Delhi in December 1947.

However, INTUC's activities were severely criticised by the non-congress leader's party and practicing "Government sponsored" trade Unionism. The foremost among them were the socialists who had succeeded from the Congress in early 1948, and formed the Hind Mazdoor Panchayat (HMP). They felt that trade
Union largely dominated by a political party would be of no help to workers. A proposal was rooted to form a separate organisation independent of political affiliation. A meeting was held in Calcutta on 24th December 1948, where the leaders of HMP-IFL, a section of AITUC and some independent Unions unanimously decided to form the Hind Mazdoor Sabha to safeguard and promote workers' rights and interest. Another meeting held in Calcutta discussed the feasibility of forming another organisation. In 1949 the United Trade union Congress was formed.

The four Central Organisations were busy in strengthening their own ways by and large, a process of consolidation of the movement had started in the beginning of 1950's.

The trend of falling average membership was, however checked in the 60s. In other words barring minor exceptions the average memberships sustained a degree of stability throughout the 1960's.

HMP - Hind Mazdoor Panchayat
IFL - Indian Federation of Labour.
After independence both the trends were found. The member of registered trade union and unions submitting returns more wide above the line showing the total membership growth. Its implication becomes a glaring by the steep downward movement.

In short the growth trend of Indian trade Union over the past forty years or so seems to be largely dominated by multiplicity and its adverse consequences.
3. TRADE UNION STRUGGLE AN INTERNATIONAL PHENOMENA:

The Trade Unions reached their present position of power and influence as a result of two centuries of struggle. The trade Union Movement has been an international phenomena. British trade Union reached the highest point of their power and influence in the years immediately after the IIInd World War.

Trade Unionism spread from the manual worker to black - coated employees and salaried professional men. Also Miners, teachers, engineers, civil servants, railway men, bankers, actors are members of Unions. The influence of Trade Union Movement could not be limited to anyone of the country but had spread throughout the world. The British trade Union Movement played a leading role in international Trade Union Movement. Under favourable economic conditions they progressed rapidly but often had to face set-backs in time of slump.

Trade Unions mostly fought over wages, but they have sought other things as an improved standard of living. The factory workers after the Industrial Revolution felt that they had become "hands" "wage slave" and thus strove to secure for themselves a recognised position in the world, an assumed status and
a voice in deciding their working conditions.

However, Trade Unions began when a permanent disassociation between the master and workers developed in the industry and particularly when the craftsmen ceased to be the owner of the major tools of his trade. This was a development specially characteristics of the "Industrial Revolution" with the introduction of steam power, new machinery and the factory system.

The Webb's definition of trade Union as a "Continuous Association of wage earners for the purpose of maintaining or improving the conditions of their working lives". It clearly points out the difference in the nature of trade Unions and the medieval guilds. It rules out that various associations of serving men could not exist which originated in the 14th century and onwards.

The earliest Unions were for the most part "Trade Club" or "Benefit Club" of skilled artisans. Their primary object was the enforcement of the law on apprentices and wages.

In the second phase of the trade Unions history, it had been accepted that combination of masters and
workers designed to influence wages and conditions of work were illegal, because they usurped one of the functions of the state. During the Eighteenth Century nearly forty acts were passed which out-lawed combinations in one trade or another. The year following the repeal of the combination acts, witnessed great activity in the formation and extension of "trade clubs" and "Unions". In numerous industries, efforts were made to link together local organisation in to one national body. The government, employers and the "upper class" secretly watched the phenomenon with increasing alarm.

The two World Wars brought the Trade Union Movement into closer association with the state. The pattern of the trade Union Movement to-day, can be undertaken in the light of different occupations. There are various occupational Unions bringing together people of the one occupation either in one Industry or several industries. The struggle of the Unions to obtain "recognition" as representatives of the workers and the right to bargain on their behalf became intensive in the second half of the last century. The new model of Unionism of that period was based on systematic organisation and financial policy. The employers too were beginning to
organise locally to protect their mutual interests. After the second World War the collective bargaining became Universal.

The first great impetus to ideas of international action by the workers came from the French Revolution 1789.

The Trade Unions and their struggle left their impact on global activities, therefore, trade Unions on international level were deemed to be made. The first specifically trade Union international organisation was formed towards the end of the century, but long before the ideal of international co-operation by the workers had spread widely throughout Europe and America.

India on the scene of international trade Union Movement was to maintain contact with its inception. The birth of the movement was itself due to some extent to the impact of international events and, at least in its initial stages, it drew a lot of inspiration from the British Trade Union Movement. The Pioneers of the movement like Mr. N. M. Joshi and Mr. B. P. Wadia were ardent admires of the British trade union and desired to build up trade Union Movement in India on the model of those organisations. Later, there were others who
advocated the adoption of a different model, but even that model brought its origin and inspiration.

India, and Indian workers have been associated with the "International Labour Organization" in 1950 since then an "Indian Workers Delegation" has attended each conference of International Labour Organisation. Participation in those conference enabled leader of the Indian movement to establish relation of friendly Co-operation with the trade Union organisation of many countries. It broadened their horizon and gave them opportunities to play a role on a world scale Indian participation which was largely responsible for the "International Labour Organization" to the problem of the industrially backward countries of Asia and Africa. It helped the International Labour Organisation in out-growing its European and North Amercian limitation and in developing a Universal look. The International Labour Organisation on its part has been of immense help to Indian works.
4. ROLE OF TRADE UNION IN DIFFERENT DISCIPLINE:

As an organised movement, trade Unions began to take shape in India in the years immediately following the end of the first world war. Economic condition of the country created the situation for the rise of new organisation.

The rise of trade unions in different disciplines was a new development in the country. Most of the unions in the country were affiliated to one or the other of the central trade union organization, and the story that has been told so far has concerned essentially the activities of that major sector of the trade union movement. But there is a minor sector which is not affiliated to any central organisation.

The government servants' conduct rules prohibit affiliation of government employee's union with trade Union organisation of a general character, therefore, the non-government Union is somewhat different to it. The prohibition has been imposed only in the case of industrial employees like Railwaymen or civilian employees of the Defence Department. There are some other Unions which have, of their own accord, kept away
from central organisations. The main pillar of all trade Union is Indian National Trade Union Congress, others Unions which followed and are still following the policy are mainly Unions of clerks and Commercial employees. Prominent amongst them are the Unions of bank employees and of employees of insurance companies. They have established their own All India Organisation. Apart from these there are a few Unions of Industrial workers here and there in the country which have followed the same policy. But none of these Unions is significant enough to require special mention. The most important amongst the Unions of government employees is the Union of employees of postal and telegraph department.

Informed the Indian Telegraph Association consisting of the department was formed in 1906. It was a Union having an all India Character. A Bombay Porters' Union was established in 1907. The significant organisation began only in 1920.

As a result of discussion which took place in the Imperial Legislative Council. The Government of India appointed a committee to enquire into the condition of service of clerical and other lower grade employees of the department. The enquiry that the committee undertook
provided an impetus to the employees to form an All India Organisation. The All India (Industry Burma) Post Office and Railway mail Service Association was formed in Delhi in September 1920. A Postal employees which comprised within its fold postal, Railway Mail Service and administrative offices employees. In 1925 lower grade staff of postmen was formed.

Again a federation of postal and telegraph Union under the presidentship of Diwan Chaman Lal, and subsequently a Union was established in this department. The main function of the Union men was to prepare a Nation-wide strike.

There were several other categories of government employees who have formed their Unions. Many of them are old Unions dating from 1918 and 1920. They are usually formed office-wise and department-wise. The currency office, the Accountant-General's office, the custom office, the Income Tax Office, the Railway Mail Service the Military Accounts Office, the secretariat the Civil Courts, each has its own Union formed on the basis of one or more for each regions. Sometime they form their own federation. Some years ago a confederation of government's of Indian Employees Union was formed into
which a number of such Unions are affiliated.

In 1925 all India Railwaymen's federation was formed. Between 1925 and 1930 there was a number of strikes in railways against cuts, retrenchment, various acts of discrimination and opposition of railway administration. The Central Legislative assembly took sympathetically railwaymen's grievances. Consequently, new leave rules, revised pay scales for lower categories of the staff and liberalization of rules regarding working hours and periodical rest were framed.

Another important federation that should receive notice here is the "All India Port and Dock Workers Federation" which was formed or, to be more exact, revived in Calcutta in June 1954. The federation is powerful in Bombay, Madras, Calcutta and Cochin. They have within their field workers employed by port trusts or port commissioners as well as workers employed by stendores and other contractors. They take a prominent part in the work of the Dock Labour Board, the port trust and other authorities in each port. As a result of the activities of trade Unions in the last decade a substantial improvement has been made in the condition of dock and dock workers. The Indian National Trade
Union Congress has also a rival federation in the field. It has so far little fruitful activity to its credit.

Civilian employees of the Defence Ministry have also their Unions. At present there are two all India federations of these Unions. It became more stable after the war, they had to face the big problem of retrenchment. The workers were regarded as extra temporary workers who were not entitled to any protection even after as long as ten years of service. Unions which grew up in Delhi, Kirkee, Kanpur, Calcutta and Bangalore took up this issue and agitated against retrenchment. In 1953 their federations merged and formed a new United federation. It was called the All India Defence Employee's Federation.

Municipal workers being to the category of very low paid worker. On some occasions attempts were made to organise their federation on a communal basis, but even those attempts did not yield much result. There has been a strong movement that time and a number of Unions were formed such as sugar workers, cement workers, petroleum workers, miners and others. But they were usually affiliated to a particular central federation. The Indian National Trade Union Congress and Hind Mazdoor
Sabha are federation functioning separately and independently in a number of industries.

Another class of Unions, the Union of white Collar's workers which had kept themselves away from Central Trade Union organisations, some of with central organisation. Their problems were different from that of manual workers.

The most important section of the white collar workers was represented by ban k employees at an early date. The directory of trade Unions published by all India Trade Union congress. Organisation amongst bank employees grew rapidly during the days of World War 2nd. The tribunals finalised the cases of agitation of bank employees.

After the nationalisation of Life Insurance in 1956 and the formation of the Life Insurance Corporation they came together and formed a common organisation.

The role of trade Unions in different sectors conduct the same services. We have analysed that different trade Unions and federations have fought for the welfare of their workers. Ultimately, the Trade Unions have achieved their goal to get a wage rise and
other economic benefits. The trade Unions in different disciplines, participated for the welfare of their workers. The different problems have been solved by the active participation and struggle in favour of the demand of workers.
5. **TRADE UNIONISM IN BANKING INDUSTRY:**

Since the advent of the trade Unions in India from 1919 to the beginning of the second World War. The working class of India also struggled and achieved an eight hours working day. It was particularly the bank employee, who still could not reach even that norm of eight hours working day, and the bank employees tailed ceaselessly with unlimited working hours. With very limited pay and no over-time. There remained only one hope and that was unification of bank employees throughout the country. The exploitation and law of hire and fire of those days cannot be imagined by the present generation.

The origin of Trade Union is not an outcome of hobby, chance or recreation. A worker does not join any industry for fighting against their employer but joins to sell his labour and earn a livelihood to fill his belly. But due to the tyranny or exploitation of the employers side the problem arises, and the workers join together to fight out injustice.

The bank employees of the country were the most down-trodden and had no service conditions, as no time of coming but never knew hire of going. There was
insecurity of service, the salaries of a bank clerk was between Rs. 10/- to Rs. 40/- per month, which was a very small amount for them.

Under the prevailing circumstances a bank employee named Mr. H.S. Parvana came into the lime-light and organised the bank employees for their common cause. He formed a Union in 1944. This was the first Union in bank. Mr. Parvana formed another Union as Bharat Bank. The management in both of these banks got furious and tried to dismiss the activity. The Bharat Bank employees "gheroed" against the management. Consequently the employees were transferred from one place to another but the Union kept on functioning.

Resorting to these activities in 1948 and 1949 the entire working committee of the Union was dismissed and picketing was crushed with the use of brutal police force, but the movement could not be stopped. The case of Bharat Bank was referred to the industrial Tribunal which re-instated all employees. Later on the decision was challenged by the Management.

Mr. Parvana began to organise the big employees on a big scale. The All India Bank employees association
was formed but could not achieve much at the initial stage.

It is in this context that it was first seen that the government came forward to the rescue of the bank employees and instead of the bankmen sitting across the table for a negotiated settlement. Third party, intervention in the shape of tribunal was imposed. Thus in 1947 many awards came for different regions referred to the tribunals. The limited scope of the application of the awards set off a chained re-action and agitation began to ferment the banking employees. They launched a strike and achieved victory, but against the victimisation of two employees, the strike again went on. After some time the government of India approached for assistance and promulgated an ordinance whereby the Banking and Insurance Industries were made central subject as regards the Industrial disputes. After the recommendation of "Sen Award" again, in 1952 the "Shastri Tribunal" was appointed to solve the various unsolved problems of bank employees. In 1966 the All India Bank Employees Association signed a country-wide bi-partite settlement with the "Indian Banks management Association" and "Exchange banks Association" concerning wages and service conditions of the bank employees. In
1969, the government of India nationalised fourteen major Indian Banks, functioning in the country. The All India Bank Employees Association worked not only for the interest of its members, but it fought in 1973 against the high prices, hoarding credit policy etc.

The Bank Unions, however, still follow the action which is made by their tribunals, the trade Union time to time agitate against various disparities and follow the recommendation given by its tribunal. In 1983 Trade Union raised its voice against the computerisation and of mechanisation in banks as they thought it to be a substitute of manual labour. Hence retrenchment and consequently the problem of unemployment may arise. The issue was also settled through the agreement, therefore, no agitation since then has arrived.
FOOT NOTES:

1. Organic composition of capital"actually was the ratio between constant capital to variable capital (As essay on marxiam economic London 1949 p.7) by Mrs. John Robinson.
