CRITERIA FOR RECOGNITION OF UNIONS UNDER CODE OF DISCIPLINE 1958

1. Where there is more than one union, a union claiming recognition should have been functioning for at least one year after registration; where there is only one union, this condition would not apply.

2. The membership of the union should cover at least 15 per cent of the workers in the establishment. Membership would be counted only of those who have paid their subscriptions for at least three months during the period of six months immediately preceding the reckoning.

3. A union may claim to be recognised as a representative union for an industry in a local area if it has a membership of at least 25 per cent of the workers of that industry in that area.

4. When a union has been recognised, there should be no change in its position for a period of two years.

5. Where there are several unions in an industry or establishment, the one with the largest membership be recognised.

6. A representative union for an industry in an area should have the right to represent the workers in all the establishments in the industry; but if a union of workers in a particular establishment has a membership of 50 per cent or more of the workers of that establishments, it should have the right to deal with matters of purely local interest, such as, for instance, the handling of grievances pertaining to its own members. All other workers who are not members of that union might either operate through the representative union for the industry or seek redress directly.

7. In the case of trade union federations, which are not affiliated to any of the four central organisations of labour, the question of recognition would have to be dealt with separately.

8. Only unions, which observe the Code of Discipline, would be entitled to recognition.