Worker/workman, as defined in the Industrial Disputes Act, 1947, means any person employed in any industry to do any skilled or unskilled, manual, supervisory, technical or clerical work for hire or reward and includes a workman discharged during an industrial dispute. The term excludes such persons as exercise functions of a mainly managerial nature and also certain categories of government officials, e.g., policemen.

Trade union refers to workers' unions registered under the Trade Unions Act, 1926. (In the Act itself, a trade union is defined in a wider sense and also includes employers' unions.)

Trade union organisation is a workers' organisation on an all India basis, being a national federation of its local unions, branches or affiliates.

Central (trade union) organisation is a trade union organisation with a minimum membership of 800,000 and recognised as such by the Government of India.

Leader refers to an office-bearer or a member of the executive committee of a trade union.

Outsider, in the context of the trade union leadership, means a leader who is not a worker as defined above.
Local (-level) leader is a leader at the plant/establishment level or, in an industry-wise union, in a given local area.

State (-level) leader is a leader at the Punjab State level of one of the following central organisations: Indian National Trade Union Congress (INTUC), All India Trade Union Congress (AITUC), Bharatiya Mazdoor Sangh (BMS).

Full-time (professional) leader/whole-time leader/whole-timer is a leader who is paid out of the funds of a union or a political party and devotes all his working time to trade union work assigned by the union/political party.

Part-time (amateur) leader/unpaid leader is a leader who is an employee of the establishment in which the union operates and who undertakes union activities in his spare time.

Younger leader is a leader whose age is less than 35 years.

Older leader is a leader whose age is 35 years or more.

Politically attached/linked/affiliated leader means either a member of a political party or one who openly describes himself as a sympathiser of a political party.

Immigrants are persons whose State of origin is other than Punjab.¹

¹. "Departure from or entry into an area within the same country makes a person outmigrant and inmigrant respectively." John I. Clarke, "Population Geography", Pergamon Press, Oxford, 1977, p.131.
Higher castes are dominant agricultural and upper castes or trading and intermediate castes.

Backward castes are castes other than the higher castes.

Political movement denotes either a specific political agitation on a particular issue or a protracted sequence of struggles and agitations (e.g., the national movement for India's independence).

Trade union movement refers to the entire complex built around the concept of trade unionism, or refers collectively to all trade unions without distinction of affiliation, etc.

Gherao is a form of struggle popular in India since 1960s, in which a manager/employer is forcibly restrained by workers from leaving his office or factory premises.

Pharma is a sit-down strike/demonstration on the premises of the factory or work-place.

* These operational definitions are more precisely formulated in section 212.2, infra.