

## TRADE UNIONS AND OUTSIDE LEADERSHIP

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### Introduction

“Trade Union means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions”.<sup>1</sup>

So as to regulate the relations between the employer-workmen; workmen-workmen or employer-employer, there is a need of a person or a body to represent the entire concerned community, which in a trade union is done by a leader. It is worth mentioning that the leader should not only be a ‘leader’ but also possess the ‘leadership’ quality, so as to ensure proper representation thereby helping the workmen and/or employer.

### The Causes outside Leadership

In India, a large number of Trade Unions are dominated and led by people who actually are not workers of the concerned industry; this includes politicians, intellectuals, etc. who do not have knowledge and idea about working of an industry. These people do not lead the trade unions with the rationale of helping the workers, but to fulfil their personal interests. A survey of Trade Union leadership in Bombay in 1960 showed that one leader was President of 17 unions and Secretary of two more. Another was an office bearer of 20 unions.<sup>2</sup>

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<sup>1</sup> The Trade Unions Act, 1926, Section 2 (h)

<sup>2</sup> R D. Aggarwal, (Ed.) Dynamics of Labour Relations in India : A Book of Readings, Tata MC Graw- Hill, Bombay - Delhi, 1972, p.58-82