

AITUC & BMS Contribution to Labor Welfare: An Empirical Study in Andhra Pradesh

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ABSTRACT

It is observed that a good number of Trade Unions are affectively functioning in India as well in Andhra Pradesh. It is identified that the AITUC & BMS Trade Unions are having distinct Ideology and they are compassionate towards political system. Also observed that AITUC & BMS are functioning autonomously on its own agenda with a perception. Field, Factory, Office, and other un-organized workers are attached to the Trade Unions to their personal benefits. Labor always look for fringe benefits like job security, social security, scholarships to their children, take-home pay hike, Congenial working conditions and Post-retirement benefits etc.,. The study is mainly focused on to find out the gaps between the union & worker. Samples collected from various sections of the Trade Union leaders and workers of age and service groups and gender. Several advanced tools were used to analyze data, like ANOVA, T- TEST, Mann Whitney U Test, SPSS and the latest methods are applied to get accurate results. The main objective of the study is to find regulation between workmen and Trade Union.

INTRODUCTION

Unions have been pre-occupied with a defensive interest of the workers. The Government functioned in tandem with the unions in site up employee criteria. In the procedure, unions became robust and inaugurated, declaring themselves not causative to the economic presentation but by establishing many strikes nationwide and the enterprise heights. The trade unions are mainly created for the welfare of the employee. These two trade unions that are AITUC and BMS are old and large trade organizations India as well in Andhra Pradesh. For examining the contributions of the AITUC & BMS trade union Andhra Pradesh the theoretical framework was proposed in the study.

Objectives of the Study

- To understand the contribution of AITUC & BMS to welfare of the labour In A.P.
- To provide relevant Strategies and suggestions for better functioning of AITUC & BMS.

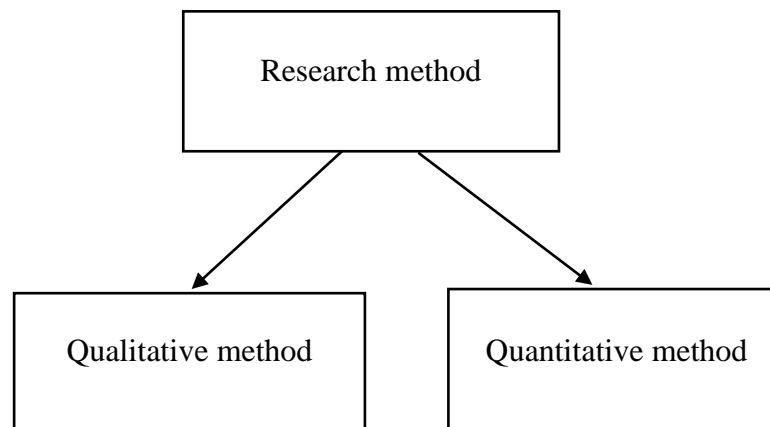
Review of Literature

In early days, after independence in India, the industrial sectors struggled to get over the administration of organization and managing employees or workers as wages, task, time etc. At the same time, workers faced many problems such as workload, little wages, working hours timing etc. thus, to conclude this trade union are started. In 1879, the first factory commission had been established for studying the

difficulty and problems of workers (Dorey, 2016). A trade-union federation must have a verified membership of at least 500,000 workers, spread over a minimum of four industries. (Roychowdhury, 2017)AITUC and BMS are the two are major Trade Unions in Andhra Pradesh working in the same context.

Research Methodology

This is used to evaluate the active contribution of two major trade unions AITUC & BMS to the employees in Andhra Pradesh. The research methodology includes the process of gathering or collecting data from the trade union members of AITUC & BMS and analyzing the collected data with suitable method which will help in proceeding the research to the next step. Specifically, this section handles the research design that is applied in this study, sample size of the collected data, population of the target, instrument used in data collection and the techniques utilized in this study. This study is based on the primary data collected from TU members.



Data Collection

This research is dependent on descriptive and empirical study. The data were collected randomly from employees of Trade Union all over Andhra Pradesh. The data collection is utilized in primary data. The primary data were collected by supplying framed questionnaire directly to the employees as well as through online from 234 respondents. Data collection includes the process of collecting, determining and evaluating the accurate interpretations for the research utilizing high-standard authenticated methods. This research has used both primary data and secondary data for evaluation.

Data Analysis

The data evaluation for this study was performed by using quantitative methodology collected from the selected samples with the use of structured questionnaire. The fetched data was sent in the excel sheet to find the desired variables. After entering the data into the Microsoft excel the variables are treated using SPSS software for the further evaluation.

Sample Size:

The total data gathered from the selected participants is 500. After collecting the data, it is counted through the tool called SPSS to accomplish the aim of the research. The data that are fetched from the traditional magazines, journals, literatures and journals is secondary data. Thus, the valuable respondent

for the survey was 234 which filtered using random sampling methods as the accessible data for the evaluation. In this study samples collected from 5 major cities in Andhra Pradesh. From each city collected 100 sample. A minimum of three industries where AITUC AND BMS is functioning.

Sampling Technique: Stratified Random Sampling

Stratified sampling refers to a random sampling technique that clubs items of the whole population into different groups based on their similar characteristics. Then, samples from each stratum are taken, whether proportionately or disproportionately, to conduct the research or analysis.

Formula applied in stratified sampling

Stratified Random sampling = Total Sample Size / Entire population x Population Subgroups.

Research questions

1. What is the Relevance and contribution of AITUC & BMS trade union to the welfare of labour in modern context?
2. What are the different Motivating factors which involves AITUC & BMS trade union worker towards national and public issues.?

Research Hypothesis

H1: AITUC & BMS has actively contributed and pursued the issues for welfare of labour in Andhra Pradesh.

HO: AITUC & BMS has not contributed and pursued the issues for welfare of labour in Andhra Pradesh.

H1: AITUC & BMS trade unions applied motivational methods to involve the labour in the participation of public and national issues.

HO: AITUC & BMS trade unions have not applied motivational methods to involve the labour in the participation of public and national issues.

AITUC (All India Trade Union Congress)

The All-India Trade Union Congress AITUC had been the oldest and top most among the all trade union federation in India. It had been related with the political affiliation of Communist Party of India. On the basis of provisional statistics from labour ministry, AITUC had high number membership all over India about 14.2 million in the year of 2013. In 2013 1.4 million members were there in the AITUC, according to the statistics survey from the Labor ministry. On October 31 1920, AITUC was founded, and Lala Lajpat Rai was the first president. (Sunder, 2017)

Reason for formation of AITUC

In early days, the labours laws are crueler to workers and they had been served as a slave to organizations or employers. There had been non limitation for working hours, whenever employers

called for working it should done at any time. Men, women even children are worked as a labours in a factories or industries. The working hours may long to 12 to 16 or even 18 to 23 hours of work in a single day. There was no casual leave to workers or even no holiday in festival, no Sunday and no starting or ending time in factories. Even small children worked as labours in factories when they died they are maimed in machines, such a cruel acts are held in industrial there had been no value for human life. So, AITUC had been formed to save labours and their lives.

BMS (Bharatiya Mazdoor Sangh)

The Bhartiya Madzoor Sangh was one among trade union in India. In July 23, 1955 it was founded by Dattopant Thengadi. The BMS aimed to have members about more than 10 million in the starting stage of this union.

BMS Basic Principals

With the same establishment, many unions were operative. In this context, the BMS have some unique features of its own.

- To build a structure of society, this would lead to indorse India's influence on humanity.
- Having a secure belief in the Culture of India and its eventual success, from India's spiritual concepts and ancient culture BMS gets inspired.
- Certainly, BMS believed that whole humanity was one, and various nations are only different surfaces. Therefore Marx's theory "Class struggle" was prohibited by BMS. Similarly, the BMS fight was not in contradiction of any class, and it was just against exploitation and injustice.
- They had faith the nation's co-existence and tried to promote the brotherhood between them.
- BMS had a nationalist out-look of not attaching any –isms like capitalism, communism or socialism.
- BMS is not allied to any political party, and it was an independent party of politics.

The problems that are faced in the establishment of the trade union are Lack of balanced growth: with the big industrial bodies, trade unions are often associated. This will also be inclined to the employees working under the cottage and small scale industries. The major weakness of the trade union movement in India was the lack of balanced growth of trade unions in all sectors. (Upadhyay, 2017)

Analysis:

Independent:Labour union stops working during strikes

Table 1 Descriptive analysis								
	N	Mean value	Standard Deviation	Standard Error	95% Confidence Interval for Mean		Minimum value	Maximum value
					Lower Bound	Upper Bound		

Labor union motivates labors in case of hardship	Strongly agree	163	1.52	.661	.052	1.41	1.62	1	4
	Agree	55	1.56	.570	.077	1.41	1.72	1	3
	Neutral	8	1.50	.535	.189	1.05	1.95	1	2
	Strongly disagree	7	1.00	.000	.000	1.00	1.00	1	1
	Total	233	1.51	.630	.041	1.43	1.59	1	4
Role as mediator in discussion of issues or benefits for labours welfare	Strongly agree	163	1.00	.000	.000	1.00	1.00	1	1
	Agree	55	2.00	.000	.000	2.00	2.00	2	2
	Neutral	8	3.00	.000	.000	3.00	3.00	3	3
	Strongly disagree	7	5.00	.000	.000	5.00	5.00	5	5
	Total	233	1.42	.822	.054	1.32	1.53	1	5
Labor training offers scholarships for children of labors	Strongly agree	162	1.99	1.356	.107	1.78	2.20	1	4
	Agree	55	1.62	.892	.120	1.38	1.86	1	4
	Neutral	8	1.50	.535	.189	1.05	1.95	1	2
	Strongly disagree	7	2.86	1.069	.404	1.87	3.85	2	4
	Total	232	1.91	1.250	.082	1.75	2.07	1	4

From the above table, the results of the descriptive test can be observed. The mean value calculated for the responses of labour union providing necessary motivation for the employees was 1.56 which is a positive response.

Independent variable: Trade union supported for claiming compensation

		N	Mean value	Standard Deviation	Standard Error	95% Confidence Interval for Mean		Minimum value	Maximum value
						Lower Bound	Upper Bound		
Role as mediator in discussion of issues or benefits for labours welfare	Strongly agree	125	1.45	.946	.085	1.28	1.62	1	5
	Agree	35	1.34	.482	.081	1.18	1.51	1	2
	Neutral	19	1.68	.946	.217	1.23	2.14	1	5
	Disagree	54	1.33	.614	.084	1.17	1.50	1	3
	Total	233	1.42	.822	.054	1.32	1.53	1	5
labour union informed about	Strongly agree	125	2.69	.928	.083	2.52	2.85	1	4

increased employee insurance	Agree	35	1.89	.932	.158	1.57	2.21	1	3
	Neutral	19	3.84	.375	.086	3.66	4.02	3	4
	Disagree	54	2.44	1.223	.166	2.11	2.78	1	4
	Total	233	2.61	1.074	.070	2.47	2.74	1	4
Trade union gives attention for physical working conditions	Strongly agree	125	1.64	.827	.074	1.49	1.79	1	5
	Agree	35	1.69	.718	.121	1.44	1.93	1	3
	Neutral	19	1.47	.513	.118	1.23	1.72	1	2
	Disagree	54	1.48	.504	.069	1.34	1.62	1	2
	Total	233	1.60	.725	.048	1.50	1.69	1	5

The above illustrates the results of the descriptive analysis. The response obtained from the employees regarding the role of trade union as a mediator in discussing the welfare and issues obtained neutral response with the mean value of 1.68. Similarly, the attempt of trade union to inform about the increment in the insurance of the employees yielded neutral response with calculate mean of 3.84. Trade union attention for physical working condition obtained positive response with mean value of 1.69. The overall contribution of the labour union towards the labours are positive and beneficial for the employees.

Findings

When the fetched data was analyzed, results greatly helped in understanding the perceptions of the labours towards the contributions and engagements of trade union in their geographical region. When role of labour union was considered, around 146 members agreed and happy about the level of involvement of trade union in the professional life of the labours. Around 145 members of the respondents (labours) agreed when query regarding the scholarship offerings to the children of the members were asked. When another important question regarding the reduction in inequality among labours, around 145 respondents reported that labour union has highly helped in reducing the issues of inequality among the labours.

Suggestions and Conclusion

By considering these roles played existing trade unions, the future contributions that are yet to be launched should not diverse because of the gender. This diversity should also not vary because of race, caste and religions. The ultimate objective to set up the trade unions is to act as subordinate for the employees or labour who will be the well-aware about their contribution to the growth of the factories or industries, they work in. To protect from partial treatment and injustice assistance, trade unions were set.

The overall results of the research emphasized that trade unions are playing a huge part in assisting the labours. This is affirmed by the statistical outcomes where most of the participants agreed that they are enjoying the contributions of the trade unions.

There is also a need to investigate the effect of the unions' policies and practices as an entire prosperity to organize and have an active participation in the trade union activities.

Thus, it is considered that studies should pay attention to the consequences and the causes of the union commitment, but there is a necessity to analyze these factors in terms of various groups of workers for example gender associated difference were partially understood.

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