

Labour in Industry

READING:

Chapter 2, "What are trade unions for" in E.A. Ramaswamy, *Managing Human Resources: A Contemporary Text*, 2000, New Delhi: Oxford University Press.

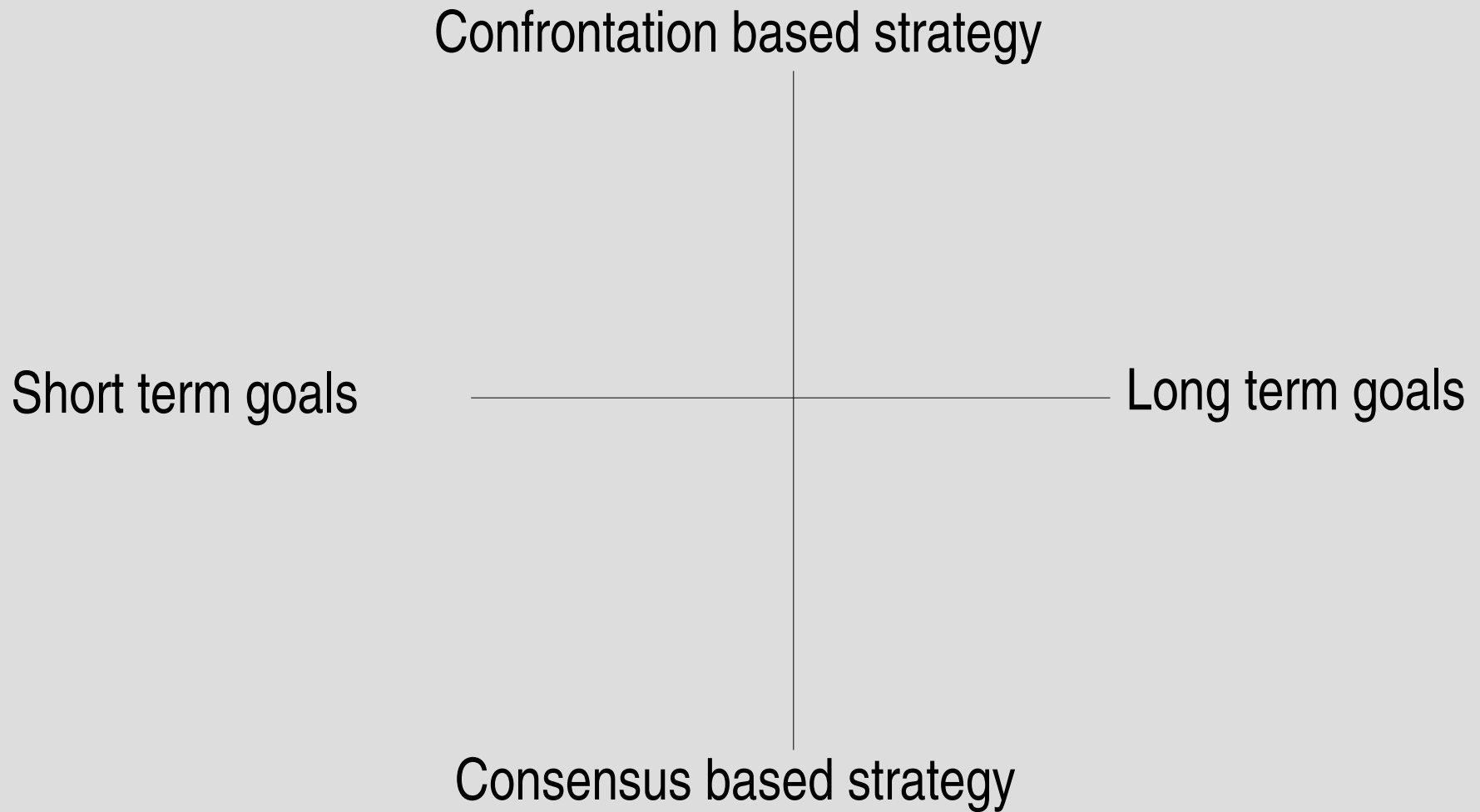
Is there a basic contradiction between different levels of labour?

- Marx's view: Conflict is inevitable
 - Profit = Sale Price – (Cost of materials + Cost of Labour)
- Weber's view: Conflict is inevitable
 - There is a basic conflict of power between different levels
- Structural-functionalist view:
 - Different levels complement each other

Can management be trusted to take care of labour?

- Human Resource Management approach says yes. Focuses on the individual.
- Unionists say no, emphasizes collective bargaining.

Basic poles of unions



Types of Unions

- Syndicalist
- Pluralist
- Marxist
- Social partnership

Decline or change in unions?

- Decline in several countries since 1970s onwards.
- Continued rise of social partnership models.
- Globalization and its challenges to the organization of labour's interests

Political Parties & Indian Unions

- AITUC
- INTUC
- Hind Mazdoor Sabha
- Bhartiya Mazdoor Sangh

MARXISTS | PLURALISTS | SOCIAL PARTNERSHIP

With Contractor

With Warden

With DOSA

With Contractor's
Workers

With Other Students