

Xavier University Bhubaneswar
University Dialogue Series (UDS)

Date: 27 May 2016

Time: 10.30 am

Venue: Class Room 12

What can Unions do in the Unorganized Sector: Anecdotal Evidence from India

Speaker:

Prof. Girish Bal Subramaniam

School of Human Resource Management

Xavier University Bhubaneswar

Amidst the narrative of union decline, questions of relevance and usefulness of trade unions to the modern industrial economy have often been raised. Union participation has been considered as a necessity to stem the union decline. Union instrumentality plays a vital role in the union participation. This paper attempts to understand functions and relevance of trade unions in the unorganized



sector through the perspectives of union instrumentality, there by leading to union participation. Global south, specifically India was chosen for the study as some notable efforts in the unorganized sector have taken place in organizing the workers in the unorganized sector. Case study of a union working in the ship breaking and recycling industry in India was chosen for this purpose. Data in the form of in depth semi structured interviews, interactions and secondary material such as the campaign literature, prior research and relevant reports was collected from trade union. Evidence for the two faces thesis (the Collective Voice Face and the Monopoly Face) as proposed by Freeman and Medoff



(1984) was found. The sub-dimensions of the Collective Voice Face consisted of improving the working conditions, improving the health and safety and the grievance handling systems while the sub-dimensions of the Monopoly Face consisted of wages and economic benefits. Further it was also found that the monopoly face was relatively subdued compared to the collective voice face. The major

Faculty Coordinator: Prof. Kalpana Sahoo and Satyendra Nath Mishra

Administrative Coordinator: Madan Mohan Barik

Email: uds@xub.edu.in; Internal Phone: 7835 / 7752 / 7789

Phones: +91 674 2377700; Fax: +91 674 2300995

Xavier University Bhubaneswar
University Dialogue Series (UDS)

Date: 27 May 2016

Time: 10.30 am

Venue: Class Room 12

contribution of this paper is the reaffirmation of the two faces of unionism thesis in the unorganized sector. This research has also opened avenues to explore into the role of union instrumentality to increase the membership and the participation in trade unions within the unorganized sector.

Key Words: Union Instrumentality, Monopoly Face, Collective Voice Face, Unorganized Sector, Case Study.

Faculty Coordinator: Prof. Kalpana Sahoo and Satyendra Nath Mishra

Administrative Coordinator: Madan Mohan Barik

Email: uds@xub.edu.in; Internal Phone: 7835 / 7752 / 7789

Phones: +91 674 2377700; Fax: +91 674 2300995