

Employees Organisation in India

First trade union in India were the Bombay Millhand's association formed in 1890. Trade union movement began in India after the end of the First World War.

"Employees union was incorporated in the draft constitution now in Indian constitution in force from 26 January 1950 provide the right to form associations and unions." Civil servants association are not much different from workers association.

According to **WF Moshier**- "the prohibition of strike by civil service regulations can not be justified either in logic or in political philosophy. To deny to any group of employees, the right to strike against intolerable conditions is to reduce them to a form of slavery"

Employment organisations are very important aspects of personnel administration.

Employees organisations are two types-

1-Professional associations

2-Trade Unions

1-Professional association-

In India civil servants can join the service association which is recognised by the government and formed within six months.

Examples of well known professional associations are Bar association, Medical association, Historical, Scientific and technical associations. Technical personnel are doctors, lawyers, engineers. These technical association arises inside the civil services.

2-Trade Unions-

First trade union in India Bombay Millhand's association formed in 1890. Trade union movement was instrument for working class in India. First trade union act was passed in 1926.

Conditions to make association-

Only government servants can take membership of that association if association is made for government civil servants.

Executive of association is appointed by amongst members only.

Organisation should not maintain any political fund by any party.

Industrial employees have separate rules to make association under trade union laws.

All workmen of industry should be employed in industry.

Functions of employees organisation-

Employees union put the voice of workers of industry and issue of government employees.

To insure the framing of labour legislation to guarantee the growth of trade union.

Employees organisation can make association in India and Protect the rights of employees.

These organisation promotes academic matters including publication of journals and literature.

Settlement of disputes through joint consultation.

Employees organisation put the demands for promotion and pay allowances.

Objectives of employees organisation-

Employees organisation provide opportunity to the government to know the opinion of the employees on any given issue.

No government can contact all its employees individually. They could be easily contacted through the medium of the organisation. The opinion of the organisation is the collective opinion of the employees.

Employment organisation meets the social expectations of the employees employees feel that they are doing something useful and beneficial.

To acquaint the government with the point of view of the employees. There might be many problems where the management and the employees might be having differing points of views. If the two are aware of the point of view of each other, harmonious relations between the two could develop.

The unions make it possible for employees to express their point of view to the government as a whole, while developing a feeling of oneness between the employees and the administration. Thus, they help in developing harmonious relations between government and employees.

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The organisation belongs to the employees. It stands with them through thick and thin. There is a feeling of oneness between the employees and the organisation.

The associations meet the social expectations of the members. It satisfies the ego of the office bearer. They feel that they are doing something useful and beneficial to their members.

Conclusion-

Article-19 of Indian constitution gave fundamental right to all citizens to freedom of speech, expression, assembly and association so employees association plays very important role for the citizens of the country to giving their rights. Problems related to life tenure of employees, facilities, allowances, advancement and promotions rules are also solve through employees Union. It is a very important communication medium between government and employee. Public employees have in many countries demanded the right to form Employees Unions. There is a high degree of variation among the public employee organisations and in the nature of formal relations between the unions and their governments. Their fundamental objectives are to get redressal of the grievances of the employees pertaining to the service conditions through joint consultation, collective bargaining and by direct action if felt necessary. To secure their interests, they demanded certain rights, such as right to association, right to recognition, right to representation and right to affiliation. They want settlement of disputes in a democratic manner. They regarded themselves as a part of the administration and demanded opportunities for full participation in the administration. Immediately they may put up struggle for better service conditions inside the office and freedom to participate in public affairs with freedom of expression. Ultimately they aim at maintenance of harmonious relations between the government and employees by settling their problems through negotiation in peaceful manner and to promote efficiency, protect merit system and improve the effectiveness of administration.