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COLLECTIVE BARGAINING IN  
CHEMICAL INDUSTRY (1970-1982)  
(A CASE STUDY OF UNITS IN AMBARNATH AREA)

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**COLLECTIVE BARGAINING IN CHEMICAL INDUSTRY ( 1970-1982 )**  
**( A Case Study of Units in Ambarnath Area )**

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**C E R T I F I C A T E**

**Certified that the work incorporated in the thesis "Collective Bargaining in Chemical Industry - 1970-1982 (A Case-Study of Units in Ambarnath Area)" submitted by Shri V. I. Sequeira was carried out by the candidate under my supervision . Such material as has been obtained from other sources has been duly acknowledged on the thesis.**



**(G. J. Khudanpur)  
Supervisor.**

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## P R E F A C E

The urban working class, although constituting a small percentage of India's population, occupies a position in our country's polity that is out of all proportion to its numbers. Many factors account for this : the class has a sense of solidarity, is conscious of its strength, apparently knows what its interests are, and is willing to protect its interests with industrial and political action. It has played a significant role in our struggle for freedom, and has made a signal contribution to the industrialisation that has followed independence. When the country faced aggression from its neighbours on three occasions, the working people have unstintedly laboured for the war effort. The urban working class has also remarkably distanced itself from the parochial and fissiparous tendencies that would have led to weakening the country internally.

The urban working class has sought to maintain its position on the economic front through collective bargaining. Our government has endeavoured to promote this objective by providing a legal framework to settle industrial disputes after all the parties have been heard, by nurturing a scheme to train trade union leaders, and by initiating various moves to ensure better participation of the employees in the management of the work-place. Collective bargaining has ensured that at least a part of the benefits of national planning during the six five-year plans percolates to the under-privileged segment of the population.

Collective bargaining and trade unionism are today by and large confined to the industries

in the cities and towns, and even here, to certain categories of employees. In the foreseeable future, it can be expected to encompass more categories of employees, and the momentum of economic development will see collective bargaining spreading to the agricultural sector in the countryside, where the major segment of India's population is engaged. Even if this consummation is not accompanied by industrial strife, it will still leave a strong impress on national life. Hence the need to study collective bargaining and its performance/experience in different industries and areas, so that its better features could be high-lighted, and the pitfalls avoided. This case-study, confined to the Ambarnath area during the period 1970-1982, brings out the achievements as well as the deleterious aspects of collective bargaining.

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