

Trade Union's Influences on Job Security and Social Security Terms of Workers from 2004-2005 to 2011-2012: Evidences from NSS Rounds

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There is declining influence of trade unions in ensuring better job security and social security for their members. But the presence of a union in an enterprise came to be more important over 2004-2005 to 2011-2012 as the situation became worse for workers in enterprises without it. These changes are stronger in public/private limited companies compared with other enterprises. The situation is worse for pink-collar and blue-collar workers as for them these changes are manifested through deterioration in situation of union members and workers in enterprises without union unlike the case of white-collar workers where the changes took place through improvement of non-union members.

I Introduction

The objective of this paper is to look into how union-membership in an enterprise and presence of a union in an enterprise even for the workers without union membership influence their job security and social security terms over 2004-2005 to 2011-2012 and how these influences vary with the type of enterprises and among the workers in different occupations. The analysis is confined to regular workers in formal sector in the Indian manufacturing industries because changes in job security and social security terms took place mainly for them while casual workers as well as regular workers in the informal sector are hardly covered by job security or social security measures (Tables 1 and 2). The database has been employment and unemployment surveys of 61st and 68th rounds of National Sample Survey Organisation.

Workers in the formal sector of the Indian manufacturing industry are divided into three main groups. First, legislators, senior officials, managers, professionals and technicians who are usually workers with high education levels and relatively higher wages are described as white-collar workers. Second, clerks, sales officers and service officers who usually have education levels lower than the white-collar workers as well as lower average wage levels are

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The author acknowledges useful comments by her supervisor Prof. Jayati Ghosh, CESP, JNU while writing the paper.