

Role of Labor Unions in Promoting Physical Facilities for Workers of Manufacturing Industries of Nepal

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Abstract: Labor union is one apex body of labor which is established with the purpose of advocacy and bargaining for the rights and benefit of labor. Union itself is power which can discuss with government and non-government organization for the betterment of labor. The labor union advocates on the different types of needs and right of labor, but the study has explore the role of labor union in promotion of physical facilities for workers of manufacturing industries of Bara and Parsa district of Nepal. In total 385 workers were selected randomly for the structured questionnaire survey. The statistical analysis of eight indicators measured in the field to know the status of physical facilities shows that in total only 39.68% workers agreed that labor union had played the effective role to manage the physical facilities for labor union which is not satisfactory result on the basis of objective of labor union. So, the role of labor union should be more effective and need to develop the new strategy of their action.

Keywords: Labor union, Manufacturing industry, Nepal Physical facility, Role, Workers.

INTRODUCTION

Labor union is one umbrella body of labors which works for the welfare and rights of labor. The primary objective of labor union is to advocate with government and non-government organization on the issue of benefit and rights of labors.

The history of trade union movement in Nepal is not very old. There were no trade unions in Nepal before 1945 as the country was under the family rule of Ranas. Nepal had followed closed-door economy having almost no relations with the outside world. In 1946 All Nepal Trade Union Congress (ANTUC) was formed. In 1947, Biratnagar Workers Union (BWU) was set up. In March 1947 the first workers' movement took place at Biratnagar for the establishment of democracy. In 1951 ANTUC and BWU became united and formed the first trade union federation in Nepal. The World Federation of Trade Unions (WFTU) in 1953 granted membership to ANTUC. After the democratic change of 1950, the freedom of association allowed the opportunities too many voluntary organizations in the country and the workers, too, felt the need to be united under one umbrella to fight against the exploitation of the management and the government. The unions existed at that time were: Biratnagar Workers' Union, Cotton Mills Workers' Union, All Nepal Trade Union Congress, Independent Workers' Union, Biratnagar Mills Workers' Association, All Nepal United Workers' Union, All Nepal Trade Union Organization and Nepal Labour Union. But these unions were merely instruments of

political parties without the capacity of free collective bargaining. This is clear from the fact that late Girija Prasad Koirala, former president of Nepali Congress Party and late Mana Mohan Adhikari, former president of the United Marxist-Leninist Party, were active both in trade unions and their respective parties [1]. with the growing consciousness on need of union, the union member also felt the need of affiliation of political party to achieve their goal so all labor union become the sister organization of political party. Though, labor union has worked for the right of labors.

There are different types of needs for labor: physical, emotional, professional and personal skill development program. The study has covered only physical facilities provided to labor by manufacturing industries with the lobbying of labor union. The main objective of this study is to identify the role of labor union to facilitate the physical facilities for labor. The physical facilities are the motivational factors for the workers.

MATERIALS & METHODS

The study was conducted in the Bara & Parsa district of central region of Nepal because the districts

are known as the industrial districts also. The majority of manufacturing industries are located in these districts. The sampling design is based on two stage cluster sampling technique. The development regions are considered as the cluster of the study. In the first stage, purposively central development region was selected on the basis of higher numbers of established MIs. From the Central region, 2 districts were selected as Primary Sampling Units (PSU) from terai area in the

second stage. The manufacturing industries covered textile/ clothing, beverage/ food etc. The respondents of study were selected from the Labour Union, Management of MIs, workers by using the cluster random sampling technique.

The total sample size of individual respondents was calculated from the following formula:

Step-1 calculation of basic sample size:

$$n = \frac{t^2 \times p(1 - P)}{m^2}$$

Where,

n = required sample size

t or z = confidence level at 95% (standard value of 1.96)

p = estimated prevalence of role of labor union in growth and development of manufacturing industries in the study area was assumed at 50% (standard value of 0.5 if no previous data on population)

m = margin of error at 5% (standard value of 0.05)

Here,

$$n = \frac{1.96 * 1.96 (0.5 (1-0.5))}{0.05 * 0.05}$$

$$n = \frac{3.8416 * (0.5 (1- 0.5))}{0.05 * 0.05} = 385$$

The final sample size is 385

The study has collected the quantitative data from primary and secondary sources to meet the research objective. Structured questionnaire survey was done to collect the data quantitative data. The collected data was analyzed in statistical software.

RESULTS & DISCUSSIONS

The study was conducted among the 385 labors of different manufacturing industries to collect their opinion regarding the role of labor union to facilitate for the physical facilities for workers in manufacturing industries.

Physical Facilities

The study had done the factor analysis to find out the value of factor loading of each variable. *Factor analysis* is a technique that is used to reduce a large number of variables into fewer numbers of factors. The factor loading value less than .5 was not selected for the further analysis. The KMO and Bartlett's test shows that there is significant correlation between the variables so the selected variables can be used for further analysis because the P = .000 which is less than .05 significant levels.

Table-1: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.				.880					
Bartlett's Test of Sphericity				Approx. Chi-Square			1496.429		
				df			28		
				Sig.			.000		
a. Based on correlations									
Total Variance Explained									
Component	Initial Eigen values ^a			Extraction Sums of Squared Loadings					
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %			
1	9.236	57.402	57.402	9.236	57.402	57.402			
Extraction Method: Principal Component Analysis.									
a. When analyzing a covariance matrix, the initial Eigen values are the same across the raw and rescaled solution.									

Source: Field Survey, 2017

Factor Loading

The following table shows the value of factor loading of each variable asked to labors during the time

of interview. The variables are related to the physical facilities available in the office for workers. The factor

loading values are above the .5 which was considered as a cut of point of factor loading.

Table-2: Factor Loading

Component Matrix	
Variables	Factor Loading
Transportation facilities for labor	1.264
Shelter/resident facilities for labor	1.154
Safe drinking water for labor	1.053
Food facilities for labor	1.116
Health checkup facilities for labor'	1.135
Life insurance of labor	1.153
Fan or air culler facilities in your working place of labor	.949
Arrange the necessary health and safety measure	.661

Source: Field Survey, 2017

Transportation facilities for labor

A labor union is an organization intended to represent the collective interests of workers in negotiations with employers over wages, hours, benefits and working conditions. Union helps to provide different facilities to the workers.

There are two types of respondents i.e. Permanent and Temporary workers. The table below

shows that 33.7% of permanent, 18.2% of Temporary workers strongly disagreed on the question asked to them that is whether the union has facilitated to get the transportation facilities to the laborers or not. Similarly, 10% of permanent, 18.2% of Temporary workers strongly agreed that the union has provided the facility of transportation to them.

Table-3: Transportation facilities for labor

	Transportation facilities for labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	33.7%	18.8%	13.7%	23.7%	10.0%	100.0%
Temporary	18.2%	25.0%	15.9%	22.7%	18.2%	100.0%
Total	31.9%	19.6%	13.9%	23.6%	11.0%	100.0%
Chi-Square Tests						
		Value	df			Asymp. Sig. (2-sided)
Pearson Chi-Square		6.196 ^a	4			.185

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is no significant relationship between Permanent and Temporary workers regarding their opinion on transportation facilities for labor provided from the advocacy of labor union because the P = .185 which is greater than .05 significant levels.

The above table 3 shows that in total only 34.6% agreed that they were getting the transportation facility which is unsatisfactory results because still majority of labors had no transportation. They had to manage by themselves. If industry can manage the transportation facilities then it can motivate the labors

as well as can increase the productivity also by saving the time spend by labors in public transportation.

Shelter/resident facilities for labor

Food and shelter are the two important basic needs in every living being life. The union protects these rights of shelter of the workers or laborers. The table 4 shows that 12.8% of permanent, 17.5% of temporary labor said that they strongly agreed upon the question that the union has managed to provide them the shelter/ resident facilities to them whereas, 34.6% of Permanent, 15% of Temporary labor strongly disagreed on it.

Table-4: Shelter/resident facilities for labor

	Shelter/resident facilities for labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	34.6%	18.0%	18.3%	16.2%	12.8%	100.0%
Temporary	15.0%	30.0%	20.0%	17.5%	17.5%	100.0%
Total	32.4%	19.3%	18.5%	16.3%	13.4%	100.0%
Chi-Square Tests						
		Value	df			Asymp. Sig. (2-sided)
Pearson Chi-Square		7.505 ^a	4			.111

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is no significant relationship between Permanent and Temporary workers regarding their opinion on shelter/resident facilities for labor provided from the advocacy of labor union because the $P = .111$ which is greater than .05 significant levels.

The result is unsatisfactory from the perspective of role of labor union to facilitate for the shelter/resident facility for labors because in total only 29.7% agreed that they were getting the shelter/resident facility.

Safe drinking water for labor

Safe drinking water are the needy thing in everyone life. The union plays an important role to provide the safe drinking water to the labor. If the industry is not liable to provide the safe water then they directly have to bear the consequences. The table shows that 22.5% of permanent, 28.9% of Temporary labor agreed that due to the labor union they are able to get the safe drinking water. But 15.8% of permanent, 4.4% of Temporary labor directly disagreed on it.

Table-5: Safe drinking water for labor

	Safe drinking water for labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	15.8%	20.1%	13.1%	28.6%	22.5%	100.0%
Temporary	4.4%	22.2%	24.4%	20.0%	28.9%	100.0%
Total	14.4%	20.3%	14.4%	27.5%	23.3%	100.0%
Chi-Square Tests						
		Value	df			Asymp. Sig. (2-sided)
Pearson Chi-Square		8.929 ^a	4			.063

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is no significant relationship between Permanent and Temporary workers regarding their opinion on safe drinking water facilities for labor provided from the advocacy of labor union because the $P = .063$ which is greater than .05 significant levels.

The result is not satisfactory because only 50.8% reported that they were getting the facility of safe drinking water in their workplace. This is the basic need and not so expensive also. Every industry can provide the safe drinking water if they want but in the

case of study area, it is observed that there was facility of borehole tube for drinking water.

Food facilities for labor

The labor union has been established in order to fulfill the basic demand of the laborer. The table illustrate that 12.7% of permanent, 22.2% of temporary workers strongly agreed that the union has managed to provide them the food facilities. Contrary to this, 31.2% of permanent, 26.7% of temporary worker fully disagreed.

Table-6: Food facilities for labor

	Food facilities for labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	31.2%	17.3%	9.7%	29.1%	12.7%	100.0%
Temporary	26.7%	24.4%	6.7%	20.0%	22.2%	100.0%
Total	30.7%	18.1%	9.3%	28.0%	13.9%	100.0%
Chi-Square Tests						
		Value	Df			Asymp. Sig. (2-sided)
Pearson Chi-Square		5.523 ^a	4			.238

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is no significant relationship between Permanent and Temporary workers regarding their opinion on transportation facilities for labor provided from the advocacy of labor union because the $P = .185$ which is greater than .05 significant levels.

The frequency data shows that in total only 41.9% said that they had got food also during the office time. In totality, the result is not satisfactory because still

58% were not getting food facilities so the role of labor union is not effective to advocate on this facility.

Health checkup facilities for labor

Labor union tries to provide various facilities to the workers by disputing even with the industrialist. The table shows that 10.9% of permanent, 20% of temporary worker strongly agreed on the question asked to them that the union has been able to provide them the facilities of health checkup. But, 30.2% of permanent, 15.6% of temporary workers fully denied on it.

Table-7: Health checkup facilities for labor

	Health check up facilities for labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	30.2%	19.9%	18.7%	20.2%	10.9%	100.0%
Temporary	15.6%	26.7%	6.7%	31.1%	20.0%	100.0%
Total	28.5%	20.7%	17.3%	21.5%	12.0%	100.0%
Chi-Square Tests						
		Value	df		Asymp. Sig. (2-sided)	
Pearson Chi-Square		12.118 ^a	4		.016	

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is significant relationship between Permanent and Temporary workers regarding their response on role of labour union to facilitate the health check up facility for labour because the $P = .016$ which is less than .05 significant levels. The result is not satisfactory because only 33.5% agreed that there was health check up facility for labor provided by the industry with the lobbying of labor union.

Health care of workers have become increasingly concerned about the threat to their own health when caring for patients with tuberculosis [2] may translate into hesitancy to work with patients infected with the human immunodeficiency virus (HIV). Health care workers are at increased risk for numerous occupationally-acquired infections. These infections range from minor nuisances such as the common cold, to serious illnesses including measles, varicella, and hepatitis B [3], to fatal or usually fatal illnesses-most notably HIV [4], B virus (herpesvirus simiae) and, historically, diseases such as the plague. Decades ago, when concern about tuberculosis was greater, lengthy debates concerning the meaning, reproducibility, and safety of the tuberculin skin test filled a good deal of space in medical journals. In the early 1950s the number of cases of tuberculosis among employees of a Los Angeles city hospital decreased dramatically after the introduction of routine chest radiography on admission; this occurrence further demonstrated the role of the unsuspected case in increased rates of infection and disease among employees [5].

There is separate safety committee to oversee the problem of labor like: grievances are adjusted and workers are transferred to other positions, thus reducing the labor turnover; welfare work is being carried on; and an effective campaign in the reduction of accidents has been carried [6]. Safety committees may be legally constituted under national health and safety laws, or performing their work under a collective bargaining agreement. Such worker representatives will normally be elected by their fellow workers as laid down in the health and safety laws or collective bargaining agreement. These worker representatives will not automatically be union members though in fact they generally are, as unions are the only credible and organized body representing workers in the workplace [7]. Provision of health and safety measure, transportation, shelter, food, drinking water and healthy working environment in workplace are the major concern of labor union.

Life insurance of labor

In many of the organization there is the policy of doing the insurance of their staffs or employees but there is no such policy of doing the insurance of the laborer. The labor union tries to provide the insurance facilities even to the laborer. In the table below we can see that 20.4% of permanent, 42.2% of temporary labor were in the favor of the union as by concluding that the union has provided them the facility of life insurance. Contrary to this, 27.4% of permanent, 15.6% of temporary labor disagreed on that.

Table-8: Life insurance of labor

	Life insurance of labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	27.4%	11.2%	17.0%	24.0%	20.4%	100.0%
Temporary	15.6%	15.6%	8.9%	17.8%	42.2%	100.0%
Total	25.9%	11.8%	16.0%	23.3%	23.0%	100.0%
Chi-Square Tests						
		Value	df		Asymp. Sig. (2-sided)	
Pearson Chi-Square		13.268 ^a	4		.010	

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is significant relationship between Permanent and Temporary workers regarding their

response on role of labor union to facilitate the life insurance facility for labor because the $P = .010$ which is less than .05 significant levels. Accidental insurance

of labor should be must in physical work because there may be high chances of accident of labor but result shows that there was less than 50% labors had got this facility so result is unsatisfactory.

Fan or air culler facilities in workplace of labor

In order to make the working efficient, there must be the good environment to the worker. The union

has provided such environment to them. The table show that 14.2% of permanent, 6.7% of temporary workers strongly agreed that they have been provided the facilities of fan or air culler in their working place but, 39.2% of permanent, 42.2% of temporary worker fully disagreed on it.

Table-9: Fan or air culler facilities in workplace of labor

	Fan or air culler facilities in workplace of labor					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	39.2%	13.9%	16.1%	16.5%	14.2%	100.0%
Temporary	42.2%	31.1%	2.2%	17.8%	6.7%	100.0%
Total	39.6%	16.1%	14.4%	16.6%	13.3%	100.0%
Chi-Square Tests						
		Value	df			Asymp. Sig. (2-sided)
Pearson Chi-Square		14.368 ^a	4			.006

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is significant relationship between Permanent and Temporary workers regarding their response on role of labour union to facilitate the fan or air culler facility for labour because the P = .006 which is less than .05 significant levels. The result is not satisfactory because only 29.9% said that there was fan or air culler in their workplace whereas still 70% had no such facilities so here the role of labor union seems weak to facilitate such physical facilities.

Health and safety measure (safety jacket, boot, globe, mask, helmet) for labor during work

Safety is the first most important thing needed while working and that has been provided to the laborer by the union. The table shows that 16.2% of permanent, 37.8% of temporary worker fully agreed that the union has provided them all the safety facilities that is needed to them while they are working. Similarly, 12.8% of permanent, 4.4% of temporary worker fully disagreed on it.

Table-10: Health and safety measure

	Health and safety measure for labour					Total
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	
Permanent	12.8%	17.2%	14.7%	39.1%	16.2%	100.0%
Temporary	4.4%	26.7%	2.2%	28.9%	37.8%	100.0%
Total	11.8%	18.4%	13.2%	37.8%	18.9%	100.0%
Chi-Square Tests						
		Value	df			Asymp. Sig. (2-sided)
Pearson Chi-Square		19.690 ^a	4			.001

Source: Field Survey, 2017

The statistical result of Pearson Chi-Square test shows that there is significant relationship between Permanent and Temporary workers regarding their opinion on health and safety facilities provided to labors from the advocacy of labor union because the P = .001 which is less than .05 significant levels. But the response of labor indicates that in total only 50.7% labors agreed that they were getting the health and safety facilities from the advocacy of labor union which is not so satisfactory because still around 50% were not agreed on it.

Health and safety measures are most essential needs of labors so there should be some preventive measure to ensure the health and safety of labors.

CONCLUSION

The study had measured eight indicators of physical facilities provided to labor form the advocacy of labor union. The result shows that in total only 34.6%, 29.7%, 50.8%, 41.9% , 33.5%, 46.3%, 29.9% and 50.7% labors agreed that they were getting the transportation, shelter/resident, safe drinking water, food, health check up, life insurance, fan or air culler in their workplace and health & safety facility from the industry with the regular lobbying of labor union. From the calculation of total agreed response on all eight indicators of physical facilities, the analysis shows that in average only 39.68% labor agreed on the role of labor union to facilitate for the physical facilities for labors. In conclusion, it can be said that effectiveness of role of labor union was only 39.68% to manage the physical facilities for labor union which is not

satisfactory on the basis of objective of labor union. The performance of union may be affected by the political conflict within the members, lack of leadership skill, weak management, lack of effective coordination with management of industry etc. So, there is need of self-evaluation on strength, weakness of labor union and need to discuss with all labour to develop the new strategy to facilitate on the need of labor. Level of satisfaction was slightly higher among the temporary workers than permanent workers. It might be caused by the year of experience and facilities provided by industry.

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