

Problems and Prospects of White Collar Trade Union in Bangladesh: A Competitive Analysis

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ABSTRACT

Today, 'Trade unions' prevail among most professionals, white-collar employees, managers, senior officials, and managers, highly paid employees in banks, in the Life Insurance Corporation and in many new institutions as well as among the Central Government and semi-government employees. They consider recourse to strikes, mass infrequent leaves, attempt to rule, *dharnas*, and *gheraos* for protecting their demand and hence bringing about some delicate problems for the concerned employers/managements requiring serious consideration. White collar trade unions are referred as the union of non-manual employees who come together and form the association in order to establish and protect its member's rights. With the increasing number of white collar trade unions, the importance of white collar associations needs to be considered. So in this particular report, we have thoroughly discussed white collar trade unions from both international and national perspective. We have seen that internationally white collar trade unions came into action after the World War II. And in Bangladesh, white collar trade unions were first formed pre liberation war and after liberation war, the number of white collar unions has been increasing. Realizing the importance of white collar trade unions, in the international sector, many developed countries have adopted the trend of forming white collar associations for its white collar employees so that they have equal opportunities and facilities for blue collar employees. The primary objectives of this report is to outline the history of international white collar trade unions and discuss the current condition of international white collar trade unions internationally.

Keywords-White Collar Employment, Bangladesh, Formal Association, Human Resource Development, Trade Union.

I. INTRODUCTION

Labourers and strikes are often identified simply to Blue-collar workers in industries, mines, railways embankments and so on. White-collar workmen and professional individuals like doctors, engineers, professors, lawyers, and senior officials and supervisory staff used to think it below their dignity to tie themselves in unions, move the high circles, and give slogans. Today, 'Trade unions' prevail among most professionals, white-collar employees, managers, senior officials, and managers, and so do strikes and *gheraos*. They consider recourse to strikes, mass infrequent leaves, attempt to rule, *dharnas*, and

gheraos for protecting their demand and hence bringing about some delicate problems for their employers/managements requiring serious consideration. The growth of white-collar employment was welcomed by conservative social theorists who regarded them as a sign of the ability of capitalist societies to provide progress and as a bulwark against the possibility of socialism. The tradition of forming white collar trade union has been in action for many years and after its importance was globally recognized and appreciated many developing countries like Bangladesh has also started forming white collar trade unions. And throughout this report, we will

find out how white collar trade union has evolved during the years internationally and domestically as well as the problems and prospects it might face in the near future.

The term trade union generally symbolizes the association of blue collar employees and workers and protects the interest and ensures the welfare of its members. As the decades went by people perception has been changed a lot about the trade unions and thus white collar trade union has emerged. The primary objectives of this report is to outline the history of international white collar trade unions and discuss the current condition of international white collar trade unions internationally. The study also focuses on overall functions and limitations of international white collar unions. In doing so, the paper analyses the current status of white collar trade union in Bangladesh and discuss about what is the scope of running white collar trade union and what problems do they face while operating in Bangladesh. Finally, The findings and possible suggestion to those problems presented in the report.

II. LITERATURE REVIEW

The term white-collar worker comes laden with different meanings and assumptions. For much of the period after World War II until the late 20th century, and for most commentators, the term referred to non-manual workers who enjoyed superior terms and conditions of employment, working in cleaner environments for fewer hours with greater security and the benefits of salaries paid monthly rather than weekly. The occupations that fell into the category were also increasingly feminized although this aspect received little attention in the period at hand. White-collar jobs were growing in numbers both absolutely and relatively to manual workers in all advanced societies. Most importantly of all, they were less likely to be unionized, deemed to be more socially conservative, and by status were members of the middle classes. This view was widely, but not universally, reflected across the political

spectrum, with some Even where such employees were unionized, the general view was that white-collar unions were different and was, in Blackburn's (1967) term, less 'unionize'. All of these ideas could be seen reflected in manual worker attitudes towards white-collar employees through the use of terms such as 'office wallahs', 'pen pushers' and bureaucrats. Nor were attitudes to white-collar unions any more generous with them frequently dismissed as 'bosses' unions.

Many white-collar unions have their origins in the late nineteenth and early twentieth centuries. By 1951, approximately one in four white-collar workers were members of trade unions with the largest five clerical unions having a combined membership of 450,000. One-third of these were members of the Civil Service Clerical Association (CSCA), slightly less in the National and Local Government Association (NALGO) and one fifth in the Transport Salaried Staff Association (TSSA). All of these unions represented members in the public sector and had union density figures of 80%. Where high proportions of women were employed, they were as likely to belong to the relevant unions as men, a refutation of the contention common at the time that women were less likely to join. White-collar employees were much less well represented in the private sector, with the National Union of Bank Employees (NUBE) having in membership 35% of bank clerks and the Clerical and Administrative Workers Union only 5% of industrial and commercial clerks.

By 1964 there were 280 white-collar unions and 20 partially white-collar unions (Bain 1967). In addition, there were numerous staff associations that functioned as trade unions and in many cases effectively acted as transitional organizations later merging with a recognized TUC union. The rapid growth of white-collar unions attracted increasing attention. Some of the attention continued in the earlier vein by continuing to regard white-collar unions as different, being more conservative and reflecting their concern with status, one such measure of which was their reluctance to affiliate to the TUC and the Labor Party.

The growing strength of white-collar unionism was effectively halted by the advent of a Conservative government committed to an economic and political offensive against trade unions. A series of legislative measures were enacted that narrowed the definition of permissible industrial action and restricted the means for by which disputes could be advanced. Public sector cuts, privatizations and a range of measures such as compulsory competitive tendering bore down upon public sector workers and their organizations leading to fragmented, defensive disputes and a loss of confidence and influence. A series of large-scale defeats, most notably the miners' strike of 1984/5, confirmed the shift in power. By 1993 there were only 211 strikes reported, with an average of over 1800 workers involved in each dispute for 1.7 days. From the past, till now the growth of white collar trade union has been being passing through a non-stopping path. And its significance has been acknowledged by most of the countries in the world.

White collar workers comprise a wide professional grouping of workers employed in nonmanual employment; frequently contrasted with blue-collar (manual) operators. Officials, salaried professionals, office workers, sales people, and proprietaries are commonly included in the classification. Professionals and managers, however, are occasionally excluded. White-collar work is performed in an office, cubicle, or another administrative setting. Throughout the world, many scholars have studied and researched about white collar workers and their unions. In a landmark book, *The Growth of White-Collar Unionism* (1970), Bain takes a pragmatic view of the definition of white-collar employee, stating that it is useful to include within the term 'foremen, over lookers, and supervisors; scientists, technologists, and technicians; clerical and administrative workers; security personnel; professions; salesmen, commercial travelers, and shop assistants; government administrators and executive officials; and specially "creative" occupations such as artists, musicians, and

entertainers' (1970:4). He noted that this inclusion reflects general industrial practice and these groups see themselves as 'belonging more to management than with manual workers, and are generally regarded by manual workers as one of 'them' rather than one of 'us'.

Renner, for instance, claimed in 1953 that post-World War II had seen the consolidation of a new class - the service class - that arose from the growing sub-division of the functions of capitalists: 'These aids are neither capitalists nor workers, they are not the owners of capital, they do not create value by their work, but they do control the values created by others' (Carter, 1985: 31). In 1954, Croner (Carter, 1985: 32-3) argued similarly that a new social class - 'white collar' - had been formed based on carrying out functions that were previously performed by employees (administrative; design, analysis and planning; supervisory and managerial; and commercial).

Charles Murray, the influential conservative scholar, and provocateur say that the white working class, he argues, is no longer part of a virtuous silent majority. Instead, beginning in the early 1960s, it has become increasingly alienated from what Murray calls "the founding virtues" of civic life. Marxist theorists insist that "While white-collar workers were employees they were not workers because of the types of tasks they performed and/or because of their better rewards and lack of working-class consciousness". Now because of the white collar workers, the emergence of white collar trade union occurred. An increasing interest in white collar unions has accompanied their rapid growth in recent years. In the first place, they are regarded as a special type of unions distinct from those manual workers and secondly it is assumed to be same as the other unions who are willing to save their interest collectively in a concerted manner. Goldstein firmly believes that unions of salaried professionals are "significantly different", these are only small part of the white collar unionism. Strauss writing under the headline 'white collar unions are different' emphasizes a viewpoint shared by many that contradict with the Marxist

theorist Klingender who thought that clerical trade unions are working class organization just like those of manual workers.

Some authorities, such as C. Wright Mills, author of White Collar (1951), contend that members of the group identify with the institutions for which they work and hence tend toward political conservatism. Others, pointing to white-collar unions such as the American Federation of Teachers and the Distributive Workers of America, claim that white-collar workers tend to identify with manual laborers and others who do not own the means of production. White collar trade unions are formed as a special interest group of white collar workers who want to save their rights and interests properly. Day by day the creations of the white collar associations are increasing both internationally and nationally. Thus along with blue collar trade unions, white collar unions are making a mark in the corporate field.

Seeing how unions of blue-collar workers had improved their service, employment and working conditions by bargaining collectively with their employers for better and regular payment of wages, bonus and other fringe benefits, and job and social security, white-collar workers also started uniting and organizing themselves and forming their unions for fighting for better pay scales, more fringe benefits, internal promotion by collective bargaining, agitation, and litigation. In the current situation, a white collar trade union is going through intense growth both internationally and nationally. Now we will briefly discuss the current growth condition of white collar trade unions.

Now white collar trade unionism is a popular phenomenon and is no longer a fiction, but is an established fact. Though this phenomenon is more than forty years old, it is yet to be considered as worthwhile to be concerned with either by the Government, or by the central bodies of trade unions, or by academicians. The Government could not enact a legislation concerning this aspect of trade unionism, or could not introduce some procedure for redress of grievances of the

managerial staff. It is only the corporate managements who could not ignore this happening. In fact, they are finding it difficult to develop working relations with their managers and other officers in the absence of any corporate or national policy on this subject.

Hardly any organization of managerial employees is a union. They are known as Officers' associations registered either under the Societies Registration Act, 1860, or under the Trade Unions Act, 1926. The officers do not like their association to be equated with a trade union, though many of their organizations are registered under the Trade Unions Act, 1927. Some cases are also reported to be pending in the Courts, wherein the officers of certain organizations are claiming that they are not managers but workmen, and they should be given protection under the provisions of the Industrial Disputes Act, 1947. The purpose of managerial unions is not very much different from that of other trade unions for employees at different but lower levels in the hierarchy. The means and strategies may differ in the sense that the managerial unions are relatively soft in their wheeling's and dealings than most of the blue-collar unions.

In India, white collar unionism is more in public sector than in private sector. Its lesser development in private sector may be due to the fact that most of the organizations in this sector are usually small, and, therefore, they are free from the cold and impersonal atmosphere usually found in large bureaucratic organizations. In small organizations, the problems and difficulties of the officers do not remain unattended. Such individualized attention is supposed to be missing in big public sector establishments. The other possible reason for the slower growth of managerial trade unions in private sector may be that their employers are not willing to permit their officers to combine and form unions of their own. The emergence of Officers Associations in the public sector is relatively a new happening, whereas these associations have existed in the banking industry and insurance companies for a fairly long time.

There are several numbers of white collar workers employed throughout the world. Their numbers are increasing day by day. So does the number of professional unions is increasing at a rapid rate. In this new era apart from the blue collar trade union, a white collar trade union is a world phenomenon. Almost every country whether it is developed or developing, each and every organization despite their size more or less is following the trend of forming a white collar trade union. Throughout the world, the number of white collar trade unions is increasing day by day. Throughout the world, there are several white collar associations actively performing to achieve their goals and objective. Some are succeeding in achieving some are not. Still, they are lacking behind and are not fully covered by the shadow of a blue collar trade union. The main aim of all white collar trade unions is to ensure and safeguard the right and interest of its members.

Most of the associations around the world are performing some common activities such as Ensure fair payment of the members of the associations, Involvement of the members in collective bargaining, Keep a work life balance of the members of the association, Reform legal system for effective and quick justice for all the members, Build union power among the associations and Defend workers' rights and interests. The association safeguards its member from doing any precarious, unsafe or unmeasurable work and ensures sustainable industrial employment. It also undertakes prosecution or defense of any legal proceeding to which any member of the union may be a party for the purpose of protecting rights of the member arising out his relationship with the employees, conduct a settlement whenever there is a dispute on behalf of a member, compensate members for arising loss out of a trade dispute or whose interest has been damaged by the reason of their services to the union, and pay allowances to the member or his dependents on account of death, old age, sickness, accidents or unemployment of the member are some other functions. To maintain an official organ for publishing the activities of a

union and to raise and establish separate funds as and when necessary for the furtherance of the objective of the union the associations often undertake liability under policies of assurances of the life of a member or policies insuring a member against sickness, accident, unemployment, Further, the associations work to the establishment and maintenance of international relations with other international white collar Association by lobbying governments to providing collective bargaining and legal support and encouraging a high standard of legal education for each member. Hence, Psychologists hope that union affiliation will strengthen white collar workers lobbying power for greater opportunities of safeguarding their members' rights and duties. White-collared workers in the public sector are particularly a rich source of new members as they face little or no employer resistance in organizing drives. It promotes the interactions and bridges the gap between the white collar and blue collar workers. White-collar employees and professional people like doctors, engineers, lawyers, professors and senior executives and managerial staff thought it below their dignity to band themselves in unions, march the high streets, and yell slogans. Today it is different. Trade unions exist among most professionals, white-collar employees, officers, senior executives, and managers, and so do strikes and gheraos. Although white collar trade unions are globally accepted today due to their importance it also has some limitation in many cases.

There are certain limitations of the associations as such. Employers association is always busy with securing the rights and benefits of its members while they almost forget about ensuring the rights and interest of their employees. Managers' association gets too much involved with their own union problem that they tend to ignore any other concerning matter coming from the blue collar trade unions. Not everyone agrees that teacher unions are the solution – in fact, in an age of serious education reform discussion, many believe they are the primary problem instead. In a report on Fox News, John Stossel states that unions may

be good for teachers, but they are bad for students. He refers to an ex-police detective in New Jersey, Jim Smith, who now makes a living investigating "bad" teachers and working through the union-led process of firing them. He describes the process he went through to get rid of a teacher who allegedly hit students.

Terry Moe, a professor of political science at Stanford and a senior fellow at the Hoover Institution, agrees that unions create more problems than they solve. Moe told the Daily Beast, "We're not saying unions are responsible for every problem in the public schools, but they are major obstacles to reform." In doctors association, the employers are bound to consult with the union through a representative thus there is a communication gap between the union and the members. When the doctors' union decide to go for strike to fulfill their right not only the employees got affected but also the patients suffer a lot due to their unlawful strike, if the lawyers association is that much power that even if the opposite party is just and right about their point but eventually they have to bow down before the so called powerful lawyers association.

There are some bills imposed by Government for the unions that provide the Government with the power to require all public sector employers to publish information each year on the annual amount of funds used for trade union facilities, including the paid time off for union officials. The Bill threatens civil liberties and would tie unions up in regulation. When teacher associations go for a strike to fulfill their demand the educational institutions and the students become the sufferers. They have not been still that much powerful like blue collar unions thus it is often seen that their demands are often denied. They don't get enough financial and governmental support as well. The regulations provided by the Government will put employment agencies in a very difficult position as it will risk them having to take sides in an industrial dispute. The union members cannot impose any court or tribunal proceedings without any prior agreement.

III.METHOD

The analysis of this research is based on primary data and secondary data, including online databases, digital libraries, books, journals, Conference papers, etc. Primary data was collected from an interview with several white collar employees such as Doctors, Teachers etc. And for secondary data we have used Wikipedia, Google, various journals and articles on white collar trade union etc. Personal conversations with the known white collar employees and are involved in white collar associations is the source of primary data. Different text book and journals, various reports and articles related to study, Web based support from the internet and financial year book are used as the source of secondary data. Observing and analyzing the broad idea about the white collar trade union is not that easy. Moreover, due to obvious reasons of security and confidentiality, the company personnel usually don't want to disclose all the information about their organization. Plus there was not enough information available on the internet as well. However the some of the limitations we have faced while preparing this Report. First lack of available information about different white collar unions it was very difficult to convey the report. Because of the unwillingness of the busy key persons, necessary data collection became hard. The employees are extremely busy to perform their duty. Besides collecting the five years statistical data of the white collar employees were very difficult. Second, here we are making a report on a very complex issue. As this report requires in depth investigation and research on various aspects for which we are not knowledgeable enough. Thus we have prepared this report solely based on secondary information.

IV. WHITE COLLAR TRADE UNIONS IN BANGLADESH

A. Structure

A white collar employee is known for getting high average salaries and not performing manual labor at their jobs. White collar workers historically have been the "shirt and tie" set, defined by office jobs and not getting their hands dirty. There had

been trading unions for lawyers and doctors during the pre-era of the liberation war, such as the Supreme Court bar association which was formed in 1948 and it made extinct in 1972, after independence of Bangladesh, as Bangladesh Supreme Court Bar Association and after the liberation it was transformed to the courtiers' trade union and Institute of Architects Bangladesh (IAB) was established on February 25, 1972, in Dhaka, immediately after the independence of Bangladesh in 1971 and also Bangladesh medical association on 1973. Over the past decades, there had been many white collar trade unions that have been flourished in the country and it is increasing day by day. Basically, these organizations work on an aim to get the due shares of white collar workers according to the labor law of the country. In the country, we have white collar trade unions for engineers, teachers, journalists, doctors etc. they work in their own sectors for the improvement of their activities and reserving their rights. To give an example, we can say about BELTA (Bangladesh English Language Teachers Association) which was founded in 1984 under the sponsorship of the Asia Foundation and was an active forum for more than a decade during which it provided a robust direction to the English Language teaching community through its various programs, particularly at the grassroots level and Bangladesh ICT Journalist Forum (BIJF) is the professional ICT journalist association of Bangladesh which was established in 2002. BIJF is representing all leading Daily, weekly, monthly ICT publications and other media (such as the web, digital publication, and electronic media). Also, there has been a renowned employers Federation namely Bangladesh Employers' Federation (BEF) was registered as the national organization of the employers in 1998. The Bangladesh Employers' Federation is an all-country organization representing all sectors, industry, trade, banking, insurance, etc. The need for such a Federation stemmed from the desire of employers to have an organization that will provide them with guidance, assistance in the field

of industrial relations, bring their concerted views on labor matters to the attention of the Government and represent them both in the national and international levels.

B. Types

From the Bangladesh Bureau of Statistics, we will be able to know the number of white collar employees in Bangladesh. Although there are many white collar organizations presently available in the country, the renowned organizations on this context are Association of Bankers, Bangladesh Limited (ABB), Bangladesh English Language Teachers Association (BELTA), Bangladesh Medical Association (BMA) and Bangladesh ICT Journalist Forum (BIJF). Further, there are Supreme Court bar association, Institute of Architects Bangladesh (IAB), Bangladesh Merchant Marine Officer's Association, Retired Armed Officer's Welfare Association (RAOWA), Bangladesh Employers' Federation (BEF), Bangladesh Garments Executive Association and ICT professional Association of Bangladesh. It is mandatory for any union or association to follow some rules and regulations. In Bangladesh Government has imposed laws and acts for blue collar trade unions. But for white collar associations there are no specific laws thus the white collar associations in Bangladesh follow some rules and regulations that they developed for their own association as per the nature of their organization. Some of the rules followed by some associations are given below.

a. **Bangladesh Medical Association (BMA):**

Bangladesh Medical Association generally follows these policies:

The following practices are deemed unethical in BMA:

1. Any self-advertisement except such as is expressly authorized by the national code of medical ethics;
2. Receiving any money in connection with services rendered to a patient other than a proper professional fee, even with the knowledge of the patient.
3. Any act or advice which could weaken the physical or mental resistance of a human

being may be used only in his interest. A doctor is advised to use great caution in divulging discoveries or new techniques of treatment. A doctor should certify or testify only to that which he has personally verified.

There are some Duties of Doctors to the Sick:

1. A doctor must always bear in mind the obligation of preserving human life from conception. Therapeutic abortion may only be performed if the conscience of the doctors and the national laws permit.
2. A doctor owes to his patient complete loyalty and all the resources of his science. Whenever an examination or treatment is beyond his capacity he should summon another doctor who has the necessary ability.
3. A doctor shall preserve absolute secrecy on all he knows about his patient because of the confidence entrusted in him.
4. A doctor must give emergency care as a humanitarian duty unless he is assured that others are willing and able to give such care.

There are some Duties of Doctors to Each Other:

1. A doctor ought to behave to his colleagues, as he would have them behave to him.
2. A doctor must not entice patients from his colleagues.
3. A doctor must observe the principles of The Declaration of Geneva approved by The World Medical Association.

Bangladesh Medical Association is one of the oldest white collar associations in the country. Being one of the oldest white collar associations, it has a vast variety of functions across their association and some of them are discussed below-

1. Hold meetings, conferences, particularly of the Member of the Association of the medical profession in general.
2. Encourage research in medical and allied science through grants by establishing scholarships, prizes, donations or rewards in

such manner as may from time to time be determined by the Association.

3. Conduct an educational campaign among the masses of Bangladesh in the matter of public health and sanitation in cooperation in the matter of public bodies working with the same objects, or by the publication of periodicals or magazines or booklets for this purpose.
4. Consider and express its views on all the laws promulgated in Bangladesh in connection with medical profession, medical practice or medical education, and to keep a keen eye over legislation in Bangladesh which concerns public health, medical profession or medical education and take such steps and adopt such measures from time to time as may be deemed expedient.
5. Erect, maintain, improve or alter and keep in repair any building or buildings for the purposes of the Association.
6. Borrow or raise money in such manner as the Association may think fit and collect subscriptions for the purposes of the association.
7. Assist, subscribe, co-operate, affiliate, or be affiliated to or amalgamate with any other public body whether incorporated, registered or unregistered having altogether or in part object similar to those of the Association.

b. The Institution and Engineers of Bangladesh;

The Institution and Engineers of Bangladesh follows these policies in their association-

1. The General Body: The General Body of the Institution shall consist of Corporate Members i.e. the Fellows and the Members of the Institution whose membership has not been temporarily withheld or suspended.
2. The Council: (a) There shall be a Council of the Institution. Between two General Meetings, the Council shall be vested with the powers of the General Body and shall exercise such

- powers except so far as the same are expressly required by the Constitution or the Bye-Laws there under to be exercised by the Institution in General Meeting.(b) The Council shall be vested with the power to formulate Bye-Laws for the management of the affairs of the Institution.
3. Office Bearer of the Institution: The Office Bearers of the Centre's are Chairman, two Vice Chairmen and Honorary Secretary of the respective Centre. The Office Bearers of the Sub-Centre's are Chairman, Vice Chairman and Secretary of the respective Sub-Centre. The Office Bearers of an Engineering Divisions are its Chairman, Vice Chairman and Secretary.
 4. Executive Committee of the Council: The president, the four Vice-Presidents, the Honorary General Secretary and the four Honorary Assistant General Secretaries shall be the Executive Office Bearers of The Institution and shall constitute the Executive Committee of the Council which shall exercise between meetings of the council, such powers of the council as may be delegated to it by the Council.
 5. Centre's: Whenever, at least 150 (one hundred fifty) Corporate Members of whom 25 (twenty-five) shall be Fellows of The Institution residing in a defined area inform the Council of their desire to form/ Centre of The Institution, the Council shall, subject to the provisions of the Constitution and the Bye-Laws, authorize them to do so after defining the boundary of the area to which the Centre would relate.
 6. Delimitation of the Centre's: The Council may as and when considered necessary either of its own or at the initiative of any Centre, re-defines the boundary in consultation with the Centres.
 7. Cancellation of Centre: When by any reason it is determined by the Council that the activities of any Centre are derogatory to the objects of The Institution or membership falls below the economic unit, the Council may suspend or cancel the Centre and or merge it with an adjoining Centre or Centres.
 8. Sub-Centre : Whenever a number of Corporate Members not below 25 (twenty-five) residing at a station within the jurisdiction of a Centre approach the Centre to form a Sub-Centre, the Local Council may agree to the establishment of such Sub-Centre on being satisfied to the justification of creating such a Sub-Centre subject to the approval of the Council.
 9. Engineering Divisions : a) In order to advance the science and profession of engineering in any special field or branch or broad subject and to facilitate the acquisition and interchange of technical knowledge among its members, the Council shall establish the following Engineering Divisions, and each member of / The Institution shall become a member of one of such Engineering Division : (I) Civil Engineering/ (ii) Mechanical Engineering Division (iii) Electrical Engineering Division (iv) Chemical Engineering Division (v) Agricultural Engineering Division. b) New Engineering Division may be established with a minimum of 500 Corporate Member requesting The Council for the creation of such an Engineering Division. c) Groups may be formed to promote technical activities covering specific areas within one or more of the above

Divisions, as provided for in the Bye-Laws.

10. Election: Election to all offices of The Institution shall be held for tenure of one term and only the Corporate Members i.e. the Fellow and the members, whose membership has not been temporarily withheld or suspended shall be eligible to be candidates and/or to vote in the election subject to the relevant provisions of the Constitution & Bye-Laws.
11. Meeting of the Council: The Council Meetings shall be held ordinarily at the Headquarters of The Institution. The Council shall hold at least one meeting in a year in Centre's other than Dhaka.
12. Annual General Meeting: a) The Annual General Meeting of The Institution shall be held once in every year unless the Council under extraordinary circumstances decides otherwise. b) The Annual General Meeting of The Institution shall generally transact the following business and such other business as may be placed by the Council or as the General Meeting

As the name implies, the Institution of Engineers of Bangladesh is a white collar trade union regarding the engineering professionals of the country. Some of their basic functions are mentioned below-

1. To promote and advance the science, practice, and business of engineering in all its branches throughout Bangladesh and abroad.
2. To promote efficiency in the engineering practices and profession.
3. To regulate the professional activities and assist in maintaining high standards of the general conduct of its members.
4. To lay down professional Code of Ethics and to make it mandatory for its members

to abide by the same in their professional conduct.

5. To help in the acquisition and interchange of technical knowledge among its members.
6. To promote the professional interests and social welfare of its members.
7. To encourage original research in engineering and conservation and economic utilization of the countries materials and resources.
8. To foster coordination with similar institutions in other countries and engineering universities, institutions and colleges in Bangladesh and in other countries, for mutual benefits in furthering the objects of The Institution.
9. To diffuse among its members information on all matters affecting engineering and to encourage, assist and extend knowledge and information connected therewith by establishment and promotion of lectures, discussions or correspondence, by holding of conferences, by publication of papers, periodicals and journals, proceedings, reports, books, circulars and maps or other literary undertaking ; by encouraging research works or by the formation of library or libraries and collection of models, designs, drawings and other articles of interest in connection with engineering or otherwise whatsoever.
10. To encourage inventions and investigate & make known their nature and merits/
11. To arrange and promote the adoption to equitable forms of engineering contracts and other documents to encourage settlement of disputes by arbitration and to act as and nominate arbitrators and umpires on such terms as may be expedient.
12. To promote just and honorable dealings and to stop malpractices in engineering.

c. Bangladesh Physiotherapy Association (BPA):

The Physiotherapy Practitioners of BPA will abide the following code of conduct during professional practices.

1. Physiotherapists shall respect the rights and dignity of all individuals: Clients shall not be denied the right to physiotherapy on the basis of age gender, race, religion, sexual orientation, creed (belief) or physical, economic, social and political status. They will have the right to participate in decisions about their physiotherapy care; to discuss concerns and to have complaints managed sensitively and appropriately; to expect relationships with their treating physiotherapists will be based on confidence and trust and physiotherapists shall not make partake in intimate or unethical relationships with clients.
2. Physiotherapists shall comply with the code of conduct & practice guide, regulation, policies and procedures of BPA: Physiotherapists shall have a full understanding of all of the laws and regulations, policies and procedures of BPA& maintain the code of conduct & guideline relevant to their practice.
3. Physiotherapists shall work within the scope of practice based on current knowledge and competency standards, and shall practice in a careful, honest and accountable manner through sound judgment and discernment: they should maintain shall maintain standard referral procedure; they are responsible and accountable for the provision of physiotherapy services and for the relevant knowledge and competence that these services require; ensure that their practice is conducted in a safe manner that contraindications are observed, that safety test is undertaken and recorded and that equipment meets health and safety requirements and provide treatment with fair remuneration.
4. Physiotherapists shall respect & maintain the confidentiality or privacy and safety & security of the clients: Physiotherapist shall maintain the confidentiality /privacy and information of the clients; they shall keep a confidential record for every patient, which is complete, legible, and understandable, and held securely for at least the period required by law and not disclose any information about a patient to a third party without the patient's permission, unless law requires such disclosure.
5. Physiotherapists shall obtain informed consent & maintain a professional relationship with patients and caregivers: Physiotherapists must obtain informed consent from the patients or caregivers before starting assessment or treatment. They must not be involved in inappropriate relationships with patients or caregivers and in any unethical dealings regarding financial psychological or emotional aspect.
6. Physiotherapists shall communicate and cooperate with colleagues and other health care professionals for the benefit of the patients: Physiotherapists will communicate appropriately with professional colleagues and other relevant professionals or agencies for the benefit of patients; they have the right to expect cooperation from their colleagues.
7. Physiotherapists shall disseminate accurate and updated information about physiotherapy to the patient and community: Clients have the right to appropriate, objective, truthful and understandable information about their condition, and about proposed physiotherapy procedures and programs, including expected benefits, perceived risks, alternatives, costs, and fees to enable an informed consent to be given or

withheld. Physiotherapists advertising their services shall not make false or misleading claims or otherwise bring the physiotherapy profession into disrepute.

8. Physiotherapists shall adhere at all times to the personal and professional standard, development that reflects professional practice: Physiotherapists shall participate in Continuing Professional Development (CPD) to enhance their advanced skills & knowledge and who engage in research shall abide the accepted ethical rules and maintain standard of conducting research, therefore share in particularly in the journal or conference.
 9. Physiotherapists shall protect the public and the profession from unethical, incompetent and illegal acts: Physiotherapists shall not overlook or associate with unethical practices. Physiotherapist shall adhere to professional awareness programs like seminar and workshop.

d. ICT Professional Association of Bangladesh:

They follow the following acts.

- | | |
|---|--|
| 1. BCPA Constitution | Bangladesh Computer Professional Association |
| 2. National ICT Policy-2009
(Revised) | |
| 3. ICT Act-2006 | Bangladesh Computer Council |
| 4. Information Security Policy Guideline | Ministry of ICT |
| 5. IT CA Rules 2010 | Controller of Certifying Authorities (CCA),
Ministry of ICT |
| 6 Right to Information Act-2009 | Information Commission |
| 7. Recruitment Rules-1985
And Amendment-1995 | The Computer Personnel
Ministry of Public Administration |

There are no specific acts or laws imposed for white collar trade unions in Bangladesh. The government has only imposed a law for blue collar workers. Usually, all the white collar

associations follow some law and rules relevant to their field. They follow the Bangladesh Labor Act 2006 as a guideline as there are no specific clauses established for them.

Bangladesh Computer Professional Association is an ICT Professional organization engaged in the govt., semi-govt.; autonomous bodies of Bangladesh. Their main functions are given below:

1. Contribute efforts of constructing Digital Bangladesh with individual or collective participation with technical skills;
 2. Take proper steps to increase professional expertise in the field of ICT in respective fields and serve nations as good citizen;
 3. Organize discussion about common problems of ICT professional and try to seek remedy among the ICT professional of Bangladesh;
 4. Negotiate with proper authority for resolving common problems of ICT Professional who are serving in govt., semi-govt. public autonomous bodies in the field of ICT;
 5. Help facilitate of organizing local and foreign training among the members of the Association;
 6. Wants to negotiate with Govt. and other organization of common demand of ICT professional serving in the govt., semi-govt. public autonomous bodies in the field of ICT.

e. *Bangladesh English Language Teachers Association (BELTA)*:

Bangladesh English Language Teachers Association is a new white collar union that is created with a view to facilitating the English language Teachers community. Some of their functions are disclosed below-

1. Facilitate effective communication within the English language teaching community
 2. Develop and empower English teachers at all levels (primary, secondary, tertiary)
 3. Improve the standards of learning and teaching English throughout the country

4. Organizes teacher development workshops and other ELT activities
5. Organizes international & national conferences on ELT
6. Promotes ELT activities by forming regional branches
7. Organizes teacher development workshops and other ELT activities
8. Collaborates with public and private sector agencies for developing teacher expertise
9. Networks with similar Teachers Associations in Asia and other parts of the world in order to disseminate, share ideas and methodologies appropriate for the local situation
10. Supports research, particularly action research, by ELT practitioners
11. Plans to develop contextually suitable ELT materials for use in English teaching and learning
12. Actively supports environmental, peace and human rights issues through its activities and published materials.

C. Functions

Depending on the nature of various white collar associations each and every union differ with one another in terms of their activities. From the above-mentioned functions of various associations, we can get a clear idea about what particularly a white collar association really does. Most of the white collar unions in the country are formed for the same reason which it promises to maintain by ensuring employers rights and interests according to the labor law. White collar associations in the country are basically formed to safeguard the employers justified interests from the unjustified pressures and claims from blue collar trade unions. White collar associations ensure fair payment of the member, keep a work life balance of the members of the association and solve any internal conflicts arising between white collar and blue collar employees. The association ensures sustainable industrial employment and borrows or raise money in such manner as the

Association may think fit for the purposes of the association.

They take legal provision for securing Association members from unjust punishments and compensate members for arising loss out of a trade dispute or whose interest has been damaged by the reason of their services to the union, pay allowances to the member or his dependants on account of death, old age, sickness, accidents or unemployment of the member, and works as lobbying governments to providing collective bargaining and legal support. Encouraging a high standard of legal education for each member and promoting the interactions and bridge the gap between the white collar and blue collar workers as well as actively supporting environmental, peace and human rights issues through its activities and published materials are some other important functions. Further, they facilitate of organizing local and foreign training among the members and take proper steps to increase professional expertness in various fields. Due to inflation and soaring prices resulting in erosion of pay and standard living of white-collar workers, and thus leading to demand higher pay, dearness allowance and annual bonus and other fringe benefits that they tend to achieve through unionism.

D. Prospects

Though Bangladesh is a developing country and now in the country literacy rate is increasing. And with that, the number of skilled employees and employers are also increasing. And thus the demands for white collar associations have been realized by many people. There have been many white collar trade unions available in the country for safeguarding the rights of its members as well as negotiating with blue collar trade unions. So considering the importance of these associations some future prospects of these white collar unions need to be discussed.

In Bangladesh day by day, the activities of white collar associations are increasing. The entire members of the society are now recognizing the importance of white collar unions. Though the

government has not yet imposed any specific laws for the white collar union still there are very positive futures for the white collar union. In near future the prospects of the white collar associations are given in terms of their activities means how their activities are going to be in the future. At this very moment, the blue collar trade unions are more powerful than white collar trade unions in the country. But as the number of white collars associations is increasing day by day so in near future, the power for upholding the rights and interests will be equally distributed to both white and blue collar workers. And thus the white collar workers will be more powerful than now. For now these white collar associations only work for the betterment of its members but hopefully, in near future, they will be able to safeguard its members from any problems with help of legal action which they cannot do right now for the lack of govt. cooperation.

In future, they can connect themselves with other international white collar associations for strengthening their position. In near future, they will gain more authority regarding social welfare and development. Due to the difference in power allocation, in most conflict cases blue collar unions tend to beat white collar association in the country but once they become equally powerful like blue collar unions, there will be less amount of conflicts among these two parties, which will help in maintaining a sound working environment in the country. Right now the associations in Bangladesh are serving only for their own members but in near future, they will be able to take proper steps to increase professional expertise in respective fields and serve nations as a good citizen. They will be more powerful to negotiate with proper authority for resolving common problems of Professionals who are serving in govt., semi-govt. public autonomous bodies in the various fields.

Though, the white collar associations are recognized by Government but Government has not yet taken any necessary steps to help the associations to fulfill all of their demands. But the present situation seems that it is very likely that in

the near future government may impose specific laws for the white collar associations.

Considering the importance of white collar union is increasing in Bangladesh, Government is starting to give attention toward white collar associations just like they did for blue collar unions. As there are no particular rules regarding white collar trade unions, once the govt. apply rules to them then it will be easier for white collar associations to conduct their operations. With govt. proper support white collar associations will get their basic benefits and facilities as an association just like blue collar unions. Now white collar unions tend to involve themselves in conflicts, revolts, and lock outs every now and then to fulfill their demands but once any rule is imposed on them by the govt. then these associations will be bound to follow those rules and go for a constructive method of conflict settlement rather than following destructive activities. For encouraging the white collar associations, govt. may follow an option of rewarding the best white collar association based on their compliance with legal provisions imposed by the govt.

E. Potential Problems

Though white collar trade associations in the country have been operating for a long time they still had not achieved their desired authority and power due to many known and unknown problems. White collar associations in the country have to lobby the governments to establish a statutory body linking the government and the professional body to enhance good working relations between the two but most of the time they return empty handed because of inadequate governmental support. Communication bridges the gap between the association leaders and its membership. A regular newsletter or journal represents the cement that holds together the bricks of the association membership. But in Bangladesh, there is a huge communication gap between the members and the association leaders and there is a lack of interest of the members to minimize the gap.

A white collar trade union is dominated by political parties and they cannot even take any legal actions against them because there is no strict law for them and also Government does not get involved with the hostile situation. Not all the time white collar associations are the victims, but sometimes the problems may arise due to white collar trade unions as when any doctors' or teachers' association decides to go for a lock out then the whole society has to suffer because of their adamant behavior. Due to the lack of govt. authority, conflicts may arise into different white collar associations of any organization. Mostly in times of election or general meeting, members of the association tend to develop negative feelings about the opposite association members that eventually results in a very bad conflict.

Like any other sector of this country, white collar associations are also prone to the corruption practice in the country which hinders their overall objective of maintaining the union for its members. Although most of the white collar trade unions in the country are united in some manner they are unable to fulfill their basic demands. For example, we can take a look at the recent events where the Dhaka University Teachers Association protested against their basic salary range but were failed to achieve their objective. Due to lack of supervision of the white collar associations by government white collar crime has been increasing in Bangladesh in a rapid growth. Among the most common crimes are corruption, bribery, tax evasion, fraud against the government, anti-trust violations, bank fraud, bankruptcy fraud, counterfeiting, economic espionage, embezzlement, extortion, forgery, money laundering and much more. If the associations get authorized then the number of crimes may be reduced.

White trade unions in Bangladesh have few and low membership. This is because many white collar workers are not willing to join unions although they are ready to enjoy the benefits arising out of the union actions. The reasons for the hesitation of the professionals to join unions include, among others, the need to take part in

strikes and such other programmer, fear of pay cut and fear of punishment. Another barrier to the growth of white collar trade unions is the lack of able leaders. Some union leaders give a lockout call even for petty problems that can easily be resolved through talks. Whenever the doctors' of private hospitals, clinics and diagnostic vowed to continue their strike until their demands are met. As a result patients and their relatives had to suffer when the hospitals stopped admitting patients because of the strike. The indifferent attitude of the members of certain white collar associations is also a barrier. Some members do not even make a prompt payment of the subscription amount. The existence of low membership has reduced the bargaining power of the white collar associations in Bangladesh.

F. Competitive Scenario

In general, white collar trade unions are referred as the union of non-manual employees who come together and form the association in order to establish and protect its member's rights. With the increasing number of white collar trade unions, the importance of white collar associations can be gauged. So in this particular report, we have thoroughly discussed white collar trade unions from both international and national perspective. We have seen that internationally white collar trade unions came into action after the World War II. And in Bangladesh, white collar trade unions were first formed pre liberation war and after liberation war, the number of white collar unions has been increasing. Realizing the importance of white collar trade unions, in the international sector, many developed countries have adopted the trend of forming white collar associations for its white collar employees so that they have equal opportunities and facilities for blue collar employees.

In Bangladesh the term white collar union is recently used as we have a mindset about perceiving blue collar workers as the only deprived and tortured class so we always used to think that unions were only meant for blue collar workers, but since the scenario has changed and

we are realizing the importance of white collar workers associations so people from various profession are forming associations to safeguard their interests. Although the function of white collar association varies depending on the nature of the organization the basic function for any white collar Association is to work for the best of its members. As we have seen doctors' association such as Bangladesh Medical Association or British Medical Association they tend to work for the betterment of the doctors' society, for securing their rights and duties in the society and taking a legal step in case of any legal issue concerning any member. Similarly, teachers' association such as Canadian Association of University Teachers (CAUT) or Bangladesh English Language Teachers Association (BELTA) is created in order to safeguard the interest of teachers from any political, economic or social pressures by securing their basic right to salary and benefits.

Different type of laws and policies are being followed for the creation of white collar trade unions internationally depending on that particular countries labor law. In the country white collar associations are formed following the rules similar to blue collar trade unions, the Bangladesh Labor Act 2006 is basically followed while forming any white collar Association. Although white collar trade union has been recognized as a global phenomenon sometimes it has to face certain problems while operating. In the country the negative influence of political parties, unstable condition of the economy, labor unions power over the management, lack of govt. cooperativeness and support- all these factors negatively impact on the white collar associations. Sometimes apart from these problems, tension may arise within the organization or industry which increases conflict between employer to employer, employer to employee or employer to govt. and to avoid such conflicts many white collar association tends to go for destructive manner such as revolts, lock outs, hunger strike etc which ultimately damages the image of the country.

Though in the country there are lots of problems that white collar trade union has to face in everyday basis there are some opportunities too. With proper govt. support white collar trade unions can become powerful enough to bargain with blue collar trade unions in a collective manner where no party can show off their power over the other and come to a mutual solution. With proper encouragement and support from govt. and other parties such as labors, white collar associations apart from just securing its own member's interest can also pay attention toward society, charity, green marketing, environment etc that will eventually bring goodwill for the organization and the country in a broader sense. Therefore, white collar association is not only beneficial for the member of the association but it could also be beneficial for the overall economy because if the employers' and employees' are in good terms then there will be fewer conflicts, less loss of production and the economy will prosper so will the country in all.

v. CONCLUSIONS

The shift from industrial society to post-industrial society has challenged the traditional model of unionism as organizations of manual employees and industrial workers. The significant increase in the numbers employed as white collars and professionals raises a question as to whether unions can find new bases of support among them in the post-industrial age. White-collar employees still have a lower rate of union membership than blue-collar workers. Today, the number of white collar Association has been increasing considering the fact that blue collar unions and white collar unions have the same objective of the operation. This is to safeguard the interest of the union members and provide equal opportunity for the safe working environment and work life balance for the members. Although the role of white collar associations has been different considering their objective most of these associations are formed for the protection of its member's rights and interests. White collar trade unions have been in the market for more than a century but its

importance is now getting recognized and more and more professionals are forming associations for their community's' betterment. Though it has been facing many problems later in both international and national aspect regarding the value of the white collar associations, white collar workers are still optimistic about their associations and are hopeful that govt. will recognize their effort and provide full support to them so that they can run their associations as per the govt. rules and regulations and maintain a decent working environment for both manual and non-manual employees of the organization.

By analyzing the whole situation of a white collar trade union in Bangladesh we can draw the present situation of the associations incorporating in the country. There are many problems that the unions are facing though there are some prospects for them in the future here we are giving some recommendations which will help them recover the situation. Collaboration and partnership building can partly address the problem of inadequate resources faced by the white collar associations. Associations in Bangladesh need to embrace and make use of emerging information and communication technologies like electronic mail, electronic discussion lists, and websites. In the public sector, courts must also consider the employer's role as an elected official and the public's interest in efficient public services and an effective voice in the political decision-making process. An employer can make managerial decisions more efficiently and effectively without collective bargaining. Many state public employment statutes include a management rights clause. In Bangladesh government should use the "managerial rights" theory to deny mandatory bargaining. They should be given more power and authority to negotiate with Govt. and other organization of common demand of professionals serving in the govt., semi-govt. public autonomous bodies in various fields.

Like blue collar trade union there is no specific law or legal provisions for a white collar trade union. Thus, Government should impose laws for the white collar associations soon so that the

associations can perform legally with more power and authority. All associations must fall under The Right to Information Act, 2009. The act is to make provisions for ensuring the free flow of information and people's right to information. If the right to information of the people is ensured the transparency and accountability of all public, autonomous and statutory organizations and of other private institutions constituted or run by the government or foreign financing shall increase, corruption of the same shall decrease and good governance of the same shall be established. If the government imposes acts regarding the white collar unions than the number of white collar crimes will be reduced. Thus government should establish the rule of law in both private and public sectors so that the white collar workers can fulfill their rights and thus minimize the rate of white collar crime. Union leader must be given importance and encourage the members. White collar trade union's function should be increased and widened throughout the organization. The multiplicity of trade union creates the rivals in a union. So it must be reduced. The white collar trade unions always should demand reasonable thing for their members. Unreasonable and unlawful demand will only create chaos and ultimately the suffer will be the employees and as well as the customers to whom the white collar employees are serving like students, patients, clients, etc.

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