

Abstract

The growth and the strength of the labour organization are the necessary conditions for the development of labours movement. Although the workers' leaders in both the state and private enterprise have tried to strengthen their trade unions, most of the trade unions still cannot play much important roles to protect their members' interest. In this study, the researcher concludes that workers control in the factories is an important condition that could obstruct or support the potential development of the trade unions.

This study is a qualitative fieldwork research. In order to attain the above conclusion, the researcher took attempt to study the workers' actions, within social and cultural context, from a factory, during November 1985 to May 1986. Data utilized in the study is based on two sources:

1. Data collecting from the interviews of the workers, and from the participations in their studying groups. First of all, the researcher collected and summarized all the facts and ideas got from the workers then tried to relate, and analyse those raw materials with some theoretical concepts.

2. Sources of data also based on documentary survey of concerning literatures produced by the trade union and academics.

The main theoretical concept employed in this study is a concept of workers control. The study is emphasized on the forms and

the roles of workers control as well as its impacts on the potential development of the trade union. Moreover, the Role Theory and the Social Hierarchy Theory are also used to analyse the impacts of workers control on the potential development of the trade union.

It is found in this study that there are two types of workers control, coercive forms of control and to make the workers to consent to be controlled. However, the forms of workers controls used to obstruct workers' unity are coercive rather than the later type.

In addition, it is found that the changes of the forms and roles of workers control are the consequence of class struggle between the workers and the employer. Workers' struggle against their employer caused by an interaction between the external factors and the internal factors. It is the external factors that teached the workers to know their right and their role, and to learn how to achieve their interests with groups formation. For this point, it should be recognized that the workers knew only their duty but not their right, before they have learned from those external factors.

For the internal factors, they affect the workers' struggle differently, to support or to obstruct. Friendship among the workers expecially among the females (because of their kinship or because they came from the same region) is a positive condition for workers organization. Similarly, when the workers were not satisfied with their working condition they need groups formation to fight for their interests. But the other internal factors created the opposit effects to labours organization.

In this study, it is found that the workers control has weakened the potential development of the trade union. The employer has used the coercive forms of workers control to obstruct the wage labourers to join their trade union, and to keep the workers leaders from doing their activities. The coercive measures have been used after the wage labourers united and formed their trade union.

The other type of control is used by consent, when the workers were agreed to the employer's measures. These forms of control emphasized on increasing the labour productivity and reducing the workers' commitment to their trade union. These groups of workers are therefore not good members of the trade union. However, to study the worker consensive forms of control also demonstrates a picture of class struggle between the workers and the capitalist in their everyday life. It is clear that the struggle does not take place only by the result of the coercive forms of workers control in the crisis situation.

In this study we can see several forms of workers control used to increase labour productivity by obstruct workers' groups formation which the workers and the labour organization try to react against. Therefore, the researcher wants to suggest that if the workers in both the state or the private enterprises want to strengthen their organization, they should realize the impacts of the workers control on the potential development of their movement.