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Gherao or Surround

Gherao means to surround. In the method, a group of workers initiate collective action, aimed at preventing members of the management from leaving the office. This can happen outside the factory premises too. The person who are gherao are not allowed to move for a long time, sometimes even without food or water. The National Commission on Labour has opined that gherao tend to inflict physical duress (as against economic pressure) on the persons affected and endanger not only industrial harmony but also create problems of law and order.

Gherao, meaning "encirclement", is a word which denotes a tactic used by labour activists and union leaders in India, it is similar to picketing. Usually, a group of people would surround a politician or a government building until their demands are met, or answers given. This principle was introduced as a formal means of protest in the labour sector by Subodh Banerjee, the PWD and Labor Minister in the 1967 and 1969 United Front Governments of West Bengal, respectively.

In this method the employees prevent members of management from leaving the office. The NCL refuses to accept it as a form of industrial protest because it amounts to criminal conspiracy under section 120-A of the IPC and is not saved by section 17 of the Trade Unions Act, 1926.

Picketing and Boycott

When picketing, workers often carry / display signs, banners and placards, prevent others from entering the place of work and persuade others to join the strike. Boycott aims at disrupting the normal functioning of an enterprise. Through forceful appeals and negative behavioural acts, striking workers prevent others from entering the place of work, and persuade them they not to cooperate with the employer.

Picketing is a form of protest in which people (called pickets or picketers) congregate outside a place of work or location where an event is taking place. Often, this is done in an attempt to dissuade others from going in ("crossing the picket line"), but it can also be done to draw public attention to a cause. Picketers normally endeavor to be non-violent. It can have a number of aims, but is generally to put pressure on the party targeted to meet particular demands or cease operations. This pressure is achieved by harming the business through loss of customers and negative publicity, or by discouraging or preventing workers or customers from entering the site and thereby preventing the business from operating normally.

Picketing is a common tactic used by trade unions during strikes, who will try to prevent dissident members of the union, members of other unions and non-unionised workers from working. Those who cross the picket line and work despite the strike are known pejoratively as scabs.