

Leadership in Trade Unions

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“As we look ahead into the next century, leaders will be those who empower others”.

Bill Gates

“Failing organizations are usually over-managed and under-led”.

Warren Bennis

“Change will not come if we wait for some other person, or if we wait for some other time. We are the ones we’ve been waiting for. We are the change that we seek”.

Barack Obama

“Someone is sitting in the shade today because someone planted a tree a long time ago”.

Warren Buffett

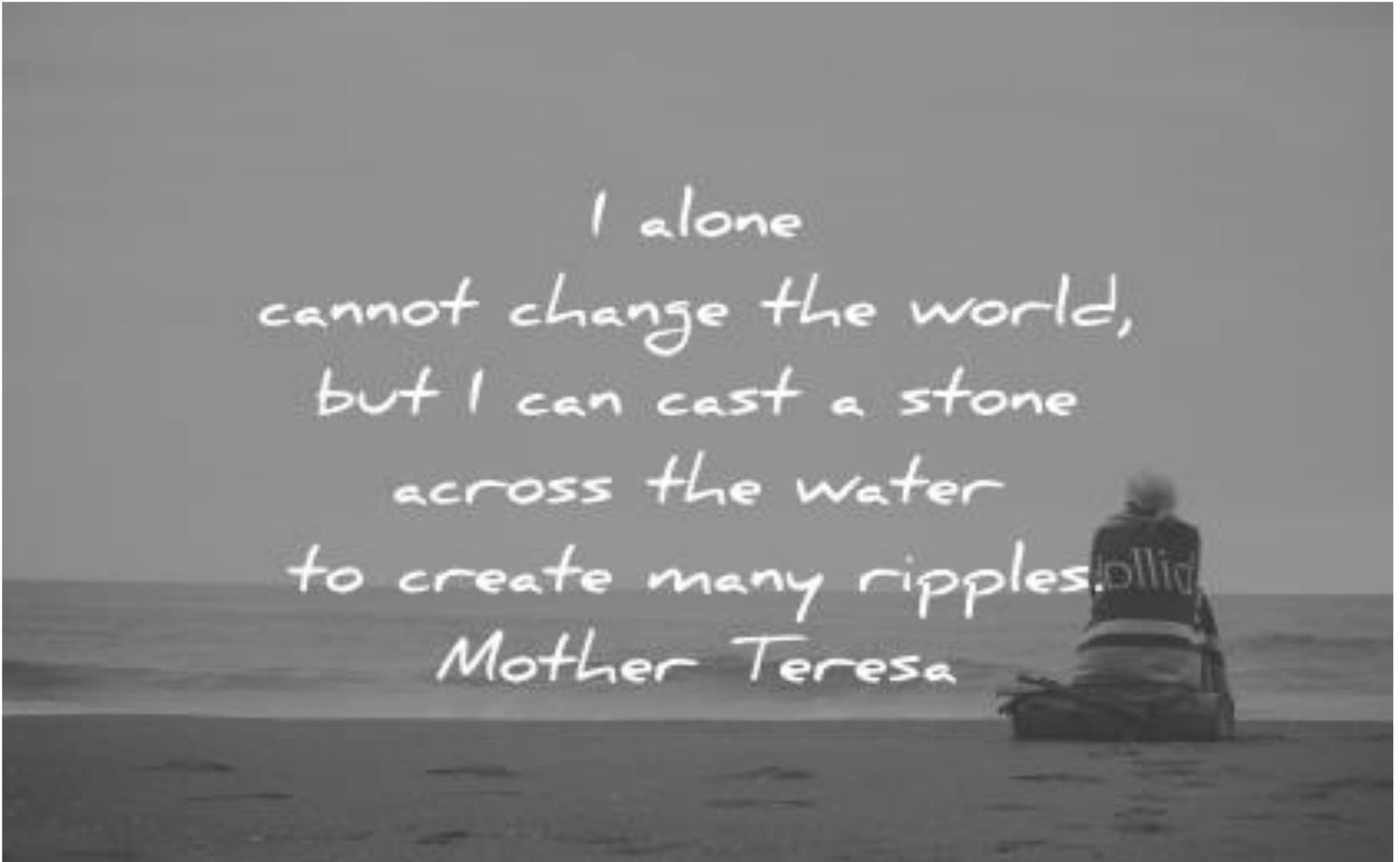


A genuine leader
is not a searcher
for consensus
but a molder
of consensus.

Martin Luther King Jr

Need for TUCTA

I alone
cannot change the world,
but I can cast a stone
across the water
to create many ripples.
Mother Teresa



Leadership mandate

- Leadership of any institution gets its mandate from the institution's constitution – including distribution of roles and responsibilities
- Does a good constitution necessarily beget good leadership? A matter of debate
- Good constitution v/s strong and working institutions

Qualities of a good constitution

- **Clarity or Definiteness:**
- ... every clause of the constitution should be written such a simple language, as should express its meaning clearly.
- 17.1 (b), 17.13.3 and 17.14.2 of the TUCTA constitution
- 6.9.2 (b) of the TUICO constitution

- **Suitability:**
- ... should represent the needs of the time and should be suitable for social, political and economic needs of the people
- cases of DSGs – aren't they redundant?, or should have their roles well itemized as in TAMICO (6.4.3)
- VPs – TUGHE (5.5) (a-d)
- Absence of term limits . TUCTA has a two term limit (17.8) but most of affiliates do not.

- **Separation of powers**
- Clear distribution of roles and responsibilities
- DSGs who act on behalf of the SGs – what is the limit of their powers?
- Can we have limited encroachment?
- TUGHE - 5.4 (a) v/s 5.6 (a): aren't all what the organization do an interpretation of the policy?

- **Rigidity and Flexibility:**
- A constitution should neither be very rigid nor very flexible. A rigid constitution does not possess the qualities of adaptability and adjustability.
- It must provide a method of change so that it may be changed and adopted without a revolution. (23.1 of TUCTA constitution v/s 12.3 of TAMICO constitution)

- **Comprehensiveness:**
- A constitution should be sufficiently comprehensive. The powers of different organs and various functionaries of the institution must be clearly demarcated
- Who acts under which capacity? What are the limits?
- TUCTA – 17.13.3 : Then reports to who?

- **Well Written:**
- It must be well defined and precise. It should not have ambiguities and obscurities of language, because this may lead to conflicting interpretations.
- TUCTA - 17.14.2

Mot final

- I am an outsider, this presentation is all about an outsider's view of our institutions' leadership lapses as per your constitutions

I submit