

## CHAPTER-V

### RESULTS OF THE SAMPLE SURVEY

Menon and Menon Private Limited is a medium scale engineering industry. The average number of employed workers has been 1000 during last ten to twelve years. There was a lock-out from 27-4-86 to 13-10-87. In October 1987 company reopened the gates of the factory but at the same time the management retrenched 350 workers from service as per the terms of agreement. About 650 workers have been working in the factory, since October 1987.

The researcher collected primary data for this dissertation with the help of various methods. Canvassing a questionnaire and Interviews are the important methods used for this purpose. Responses from 12% workers were collected with the help of a questionnaire. These 12% workers were selected by a method of random sampling coupled with purposive classification of workers on the basis of type of work done.

Out of these workers, 55.55% workers were selected from machine shop and remaining 44.45% workers were selected from foundry.

Classification of these workers is shown in Table No.3.

TABLE No.3  
CLASSIFICATION OF WORKERS

Sr.	Designation	Percentage
1.	Helper	27.77
2.	Operator	11.11
3.	Driller	9.72
4.	Miller	8.33
5.	Core-maker	6.94
6.	Inspector	5.55
7.	Turner	4.16
8.	Grainder	4.16
9.	Welder	4.16
10.	Electrician	2.77
11.	Process Controller	2.77
12.	Laboratory Assistant	2.77
13.	Carpenter	1.38

Analysis of the tabulated gives us the following findings.

These workers are classified by length of service in the company.

The data is given in Table No. 4.

TABLE No.4  
CLASSIFICATION OF WORKERS BY  
LENGTH OF SERVICE

Sr. No.	Length of Service	Percentage
1.	Upto 5 years	2.77
2.	6 to 10 years	34.74
3.	11 to 15 years	26.38
4.	16 to 20 years	25.00
5.	21 to 25 years	11.11
6.	More than 25 years	Nil

Majority of workers are in the service of the company for years ranging between 6 to 20 years. Nearly 11.11% workers' have put in more than 20 years of service. These workers were employed well from the beginning of the factory. It is clear from the above table that, company has an adequately experienced workforce.

Educational status of the workers is shown in Table No.5.

TABLE No.5EDUCATIONAL STATUS OF THE WORKERS

Sr. No.	Level of Education	Percentage
1.	Upto 4th Standard	33.33
2.	5th to 10th Standard	52.73
3.	11th to 12th Standard	2.79
4.	I.T.I.	5.56
5.	Graduate	4.16
6.	Post-graduate	1.38

Educational background of nearly 86% workers is below the 10th standard of schooling. Only 5.56% workers have received technical education like I.T.I. There are 5.56% workers who have received higher education.

Taking into consideration the level and type of education of the workers we can conclude that, most of the workers are skilled in their work not because of their education, but because of their experience.

Workers are classified as per their age group in Table No.6.

TABLE No.6  
AGE CLASSIFICATION OF WORKERS

Sr. No.	Age Group	Percentage
1.	20 years to 30 years	26.38
2.	31 years to 40 years	44.64
3.	41 years to 50 years	25.00
4.	51 years to 60 years	4.16

Table No. 6 shows that 71% workers are below the age of 40 years i.e. they are in the most productive age group. 25% workers are in the range of 41 to 50 years of age indicating a stock of mature workforce. In short, the company has a workforce which can be described as enthusiastic mature and skilled because of experience.

LIVING CONDITIONS OF THE WORKERS :

Most of the workers come from rural areas. There is no regular and full-time work in their villages. So they come to the city in search of employment. The residential classification of the workers is shown in Table No. 7.

TABLE No.7  
RESIDENTIAL CLASSIFICATION OF WORKERS

Sr.No.	Area of Residence	Percentage
1.	Main City	25.00
2.	Suburban area	29.16
3.	Slum area	-
4.	Rural area	45.84

The data in table No. 7 shows that 25% workers are living in Kolhapur city. Other 29.16% workers are living in suburbs of the city. However, 45.84% workers live in rural areas i.e. adjoining villages. These workers come to the factory daily from their native places. Some are living at Uchagaon the nearest village to the factory. It is really fortunate that not a single worker is living in a slum area.

Out of these workers 97.22% workers are married and only 2.78% workers are unmarried. 76.78% of the workers informed that they have accepted family planning by either tubectomy or vasectomy as per convenience.

If we classify workers by number of children in their family, we get the following picture from table No.8.

TABLE No. 8CLASSIFICATION OF FAMILIES BY NUMBER OF CHILDREN

Sr. No.	Nos. of Children	Percentage
1.	Without child	4.16
2.	One child	12.50
3.	Two children	29.16
4.	Three children	36.13
5.	More than three children	18.05

2.77% workers are unmarried. Most of the workers have two or three children, and 18.05% workers have more than three children. Taking into consideration the income of the workers, it is very difficult to maintain a family of more than three children.

Workers are classified as per the sex of their children in Table No.9.

TABLE No. 9CLASSIFICATION WORKERS BY SEX OF CHILDREN

Sr.No.	Type of sex	Percentage
1.	Only male children	27.77
2.	Only female children	12.50
3.	Both male and female children	59.73

The percentage of workers' who have only female children is less than those who have only male children. This picture is not hopeful to our nation in future. 59.73% workers' have both male and female children, this is a good thing for workers' family life as well as to our society.

Workers are classified as per the size of their family in Table No.10.

TABLE No.10  
SIZE OF THE FAMILY

Sr. No.	Members in family	Percentage
1.	2 Members	1.38
2.	3 Members	11.11
3.	4 Members	20.53
4.	5 Members	29.16
5.	6 Members	12.60
6.	7 Members	12.73
7.	8 Members	5.55
8.	More than 8 members	6.94

Most of the workers have upto 5 members in their family, hence size of their family is moderate. Nearly 38% workers have more than five members in their family. The average size of the family members of the workers is 5.

If we compare data in table Nos. 8 and 10, we get following conclusions.



a) As per table No. 8, there must be less than 6 members in the families of 81.95% workers but it seems from table No. 10 that only 62.18% families of the workers have less than 6 members in their families. So it is clear that parents or other relatives are living with the families of 19.77% workers.

b) As per table No. 10, there are more than 6 members in the families of 37.82% workers, perhaps these workers have also the responsibility of maintaining their parents or other relatives with their families.

MONTHLY INCOME AND EXPENDITURE :

INCOME :

Workers who receive income from sources other than their own wages are classified in table No. 11.

TABLE No. 11

OTHER SOURCES OF INCOME

Sr. No.	Source of Income	Percentage
1.	Agriculture	4.16
2.	Business	19.44
3.	Wages of the members of family	37.50

The 61.10% workers receive income from other sources as shown in table No. 11. The income from these sources is supplementary to their income from factory wages. 39.90% workers do not have other sources of income and hence they have to depend on their employment for subsistence.

Workers are classified by their gross salary in table No. 12.

TABLE No. 12

CLASSIFICATION OF WORKERS BY GROSS SALARY

Sr.No.	Gross Salary (Monthly)	Percentage
1.	Below Rs. 1000/-	-
2.	Rs. 1101/- to 1200/-	44.44
3.	Rs. 1301/- to 1400/-	51.38
4.	More than Rs. 1400/-	4.16

Source : The Company's Pay-bill for the month of May, 1988.

Every worker received more than Rs. 1000/- as gross-salary per month, but gross salary is not actual income of the worker. There are many types of deductions from their gross-salary.

Deductions from gross salary of the workers are shown in table No. 13.

TABLE No. 13

DEDUCTIONS FROM SALARY

Sr. No.	Type of deduction	Percentage of workers
1.	Provident Fund	100.00
2.	Family Pension Fund	100.00
3.	E.S.I.	100.00
4.	20% Deposit	100.00
5.	Professional Tax	100.00
6.	Canteen Charges	77.77
7.	L.I.C.	11.11
8.	S.A. Fund	9.72
9.	Cycle Advance	4.16
10.	Bank Loan	2.77

Source : The Company's Pay-bill for the month of May, 1988.

All these deductions are made from the gross-salary of the workers. Provident Fund, Family Pension Fund, 20% deposit and Professional Tax etc. are deducted through the salary of each worker.

Only 11.11% workers pay L.I.C. premia. 6.93% workers refund their loans through their salary.

After these deduction, the amount of net salary is fixed. Net salary is the actual income of the workers.

The amount of total deduction is varying from worker to worker, so the amount of net salary is also varying from worker to worker.

Workers are classified as per net salary or actual income received by them in table No. 14.

TABLE No.14  
NET SALARY OF WORKERS

Sr. No.	Net salary	Percentage of workers
1.	Below Rs. 600/-	-
2.	Rs. 601/- dto 800/-	45.83
3.	Rs. 801/- to 1000/-	50.00
4.	Above Rs. 1000/-	4.17

Source : The Company's Pay-bill for the month  
of May, 1988.

Only 4.17% workers receive more than Rs. 1000/- per month as net salary. Majority of the workers receive a net salary between Rs.800/- to 1000/-.

To know the standard of living of the workers, one must take into consideration the actual income as well as the actual expenditure of the workers. Monthly actual income from salary is shown in table No.14 above. Monthly expenditure on consumption is shown in the following table No.15.

Workers are classified by their monthly expenditure on consumption in table No. 15.

TABLE No. 15  
MONTHLY EXPENDITURE OF WORKERS

Sr. No.	Monthly Expenditure	Percentage of Workers
1.	Below Rs. 600/-	2.77
2.	Rs. 601/- to 800/-	8.33
3.	Rs. 801/- to 1000/-	31.94
4.	Above Rs. 1000/-	56.96

Only 2.77% workers spend less than Rs. 600/- on consumption per month. 56.96% workers have to spend more than Rs. 1000/- on consumption per month.

Comparing data in Table No. 15 with that in table No.14 we reach following conclusions.

a) Only 2.77% workers are able to save something from their salary income because their monthly expenditure on consumption goods is less than their net salary.

b) Nearly 45.83% workers receive Rs. 600/- to Rs. 800/- net salary per month, but only 8.33% workers' monthly expenditure on consumption is

from Rs. 601/- to Rs. 800/-. Hence it is clear that nearly 37.50% workers' monthly expenditure on consumption is more than their net salary.

c) 50% workers receive Rs. 801/- to Rs. 1000/- net salary per month but nearly 31.94% workers spend Rs. 801/- to 1000/- on consumption per month. Hence only about 18.06% workers drawing higher salaries save something from their salary.

d) Only 4.16% workers receive net salary per month above Rs.1000/- but 56.96% workers have to spend on consumption more than Rs. 1000/- per month. Hence it is clear that nearly 52.80% workers have to spend more on consumption than their salary income.

#### PATTERN OF EXPENDITURE :

On the average Rs. 985/- are spent on consumption every month. The table No. 16 shows percentage of expenditure on various consumption goods to average monthly expenditure Rs. 985/-.

TABLE No.16  
EXPENDITURE PATTERN

Sr. No.	Type of Expenditure	Percentage with average monthly expenditure
1.	Food grains	15.73
2.	House Rent	14.21
3.	Kirana and other expenditure	12.69
4.	Milk	12.18
5.	Vegetables	7.10
6.	Gas, Kerosene etc.	6.59
7.	Mutton, Fish, Eggs etc.	5.88
8.	Education	3.55
9.	Medicine	3.55
10.	Hotelling	3.55
11.	Ceremonies and God	3.55
12.	Pan, Tobacco, Bidi etc.	3.04
13.	Fruits and Sweets to children	2.53
14.	Travelling	2.03
15.	Wine	1.52
16.	Electricity	1.52
17.	Entertainment	1.01
Total :		100.00

From data in Table No. 16 we can make following observations:

1) Firstly, we can say that food grains, house rent, kirana and related goods and milk constitute the main items of consumption expenditure of the **workers**. These items severally account for more than 12% of total expenditure. Moreover, it is clear that expenditure on foodgrains is of the largest single proportion.

2) Items like non-vegetarian food (like mutton, fish, eggs) cooking fuel, and vegetables account for 5 to 7% of total expenditure severally.

3) If we put together food items (No. 1, 4, 5, 7) it is seen that expenditure on food accounts for about 41% of the total expenditure of **workers**.

4) Proportions of expenditure on medicines, education, hotelling and religious ceremonies are almost identical. In other words relative importance of hotelling and religion seems to be greater in case of these **workers**.

5) If we put together expenditures on hotelling, pan/tobacco, liquor and entertainment we see that it accounts for about 10% of the total expenditure.

Taking into consideration the monthly income and expenditure on consumption, 80.55% workers have to spend more on consumption than their actual income. So these workers are compelled to take loans for subsistence.



It was found that all most all workers take loans for sickness, marriages and aother religious ceremonies, and even for subsistence. These workers have received loans from Janta Bank, Balbhim Bank, as well as Bhishis, friends, and also money lenders.

Nearly 29.16% workers have received loans from money lenders. Money lender charges 60 to 110% rate of interest on their loans.

Only 19.45% workers have saved some income regularly. Generally this saving is for the marriages of their daughters.

#### OTHER ASPECTS :

##### Establishment, Constitution, Leaders and members -

There seems to be a fairly good relationship between the owners of the company and the workers. The owner seems to have developed personal relations with individual workers. However, no negotiations between the management and individual worker have ever taken place.

Mechanical and Engineering Kamgar Union has ben working for these workers since 1965 and the Mechanical Va Engineering Kamgar Sangh has ben working since 1969. Both the Unions are recognised by the management. Both the Unions are the followers of Communist philosophy. However, they are working separatelly at the local level.

Distribution of workers as between these two Unions is given in the following table No. 17.

TABLE No. 17

UNIONWISE DISTRIBUTION OF WORKERS

Sr. No.	Name of the Union	Percentage of Workers
1.	Mechanical and Engineering Kamgar Union	38.88
2.	Mechanical Va Engineering Kamgar Sangh	36.12
3.	Non Members	25.00

The 25% workers are not members of any Union. However, then reported that they were members of one of these Unions for some time in the past.

It is clear from the above table that both the Unions are in more or less equal in member strength was also found that the workers are changing loyalties from one Union to another frequently. Temporary benefits appears to be the main consideration for such shifting loyalty.

Workers have not given satisfactory answer to the questions like, When, Why and by Whom the Union was established in the Company.

19.44% workers have participated in establishing the Union in the Company.

It is infact encouraging to note that all the workers, irrespective of their Union, maintained that there should be only one Union in the company. However, workers are totally ignorant about the constitution and objectives of their Union. Some workers indeed asked the researcher what is the constitution of Union ? Workers are **also ignorant** of who are the National and State Level leaders of their Union.

They also do not know the National Level Organisation to which their Union is affiliated. However, members of both the Unions know local leaders of both the Unions personally. The office bearers of the Unions are elected in a general meeting of the members by direct elections. However, the workers do not know the method in which the office bearers of District, State and National Level Federations are elected. Only 1.38% workers have worked as the office bearers of the Unions at district level. 18.50% workers have worked as the office bearers of the Unions at Unit (factory) level, and another 12.50% workers are willing to become the office bearers at unit level. As per the opinions of the workers the ideal leader of the Union should be honest, efficient, non-corrupt and care taker of the interests of the common workers.

#### Economic Conditions :

The main source of income for both the Unions is the contribution from their members. The members of these Unions are poor workers, hence both the Unions collect only Rs. 2/- as monthly contribution from each member. Only 63.88% workers have paid their contribution regularly. This

contribution is inadequate according to the workers who pay the contribution. They suggested that the Unions should increase the monthly contribution.

Workers pay more than their contribution when they receive bonus and higher wages as per agreement made by their Union. The Unions have not received monetary assistance from the management of the company. The management has not provided the room for the offices of the Unions in the premises of the company.

The Unions have not received any monetary assistance from their State or National level organisations. On the contrary, these Unions have to pay some contribution to their State or National Level Organisations, because National Level Organisations have no definite sources of income. Mechanical Va Engineering Kamgar Sangh has paid Rs. 1.20 per member yearly contribution to the AITUC.

Some other Unions have helped these Unions in the period of strike and lockout. However, the other Unions are also economically weak, hence the assistance from them was not substantial.

Unions have spent their funds mainly for office maintenance, travelling of their leaders and court matters. Unions have also spent for publicity on behalf of their members at the time of disputes and strikes.

Workers say that they have not benefitted from the expenses of their Unions, but this is not true, because workers have benefitted but indirectly.

There are no frauds in the accounts of their Unions and the methods of keeping accounts are satisfactory. Unions do not compell members for contribution.

All workers expect monetary assistance during sickness as well as in the period of strike and lockout from their Unions.

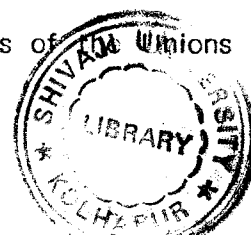
In short, both the Unions are economically very weak, hence they are unable to do more for their members. The overall income and expenditure positions of the Unions could not be ascertained as their books of accounts were not made available to the researcher.

#### Functions of the Unions :

Both the Unions are active for the welfare of their members. They are also active in removing the in-justice inflicted on their members by the management.

Both the Unions have used various weapons for the fulfilment of the demands of the workers. The following weapons have been used by these Unions.

To begin with the Unions first issue the charter of demands to the management. Then they negotiate with the management on the demands. If the negotiations are not successful, then the Unions resort to Morcha, Picketing and Dharana. This is followed by a token strike for one day and finally they resort to an indefinite strike. All these functions of Unions are called as militant functions.



80.55% workers told that, their Unions are not active in constructive, welfare and fraternal functions. These functions are essential for improving production, productivity, discipline as well as standard of living of the workers. These functions depend upon the funds and the nature of the leaders of the Unions. The leaders of both the Unions maintained that funds are not available for these functions.

E.S.I., P.F. and family pension schemes have been implemented by the management due to the force of the Unions.

Causes of Disputes :

There are various causes for the disputes between worker and management. The following causes are responsible for the disputes during last ten years. The responses of workers are classified according to the causes of disputes in table No. 18.

TABLE No. 18  
CAUSES OF DISPUTES

Sr, No.	Cause of dispute	Percentage of workers
1.	Economic benefits	100.00
2.	Working hours	15.27
3.	Improving conditions of work	37.50
4.	Implementation of social security schemes	93.05
5.	Recognition of the Union	12.50
6.	Harassment by the Supervisors	22.22
7.	Harassment by the Officers	15.27
8.	Harassment by the owner	6.94
9.	Canteen facility	25.00
10.	Travelling facility	54.16
11.	Medical facility	93.50
12.	Regular payment of wages	84.72
13.	Uniform and shoes	50.00
14.	Educational facility	86.11
15.	Supply of quality material	31.94

All these <sup>causes</sup> /have created disputes and unrest in the company. However, every dispute has not resulted in strike or lockout.

Strikes :

Stopping of work by an individual may be due to various reasons but when such an action is taken as an organised action, it constitutes as strike. Strike has been recognised as a legitimate weapon of workmen for the purpose of ventilating their demands. However, it is justified when it is used as a last resort, only when all other avenues for settlement of industrial dispute as provided in statutory machinery, have proved futile.

Both the Unions have used this weapon of strike for many times in the company. There had been token strikes as well as indefinite strikes.

Neither the leaders of the Union nor the management of the company have pressed the workers for strike. This is the opinion of all the workers.

Management has not paid the wages in strike period as well as workers have not received any economic assistance from their Unions in strike period. These are the opinions expressed by all workers.

Workers have resorted to following works in periods of indefinite strike for subsistence.

- a) 38.88% workers have worked at Udyamnagar, Kolhapur as casual workers.
- b) 37.50% workers have worked in agriculture as labourer.



- c) remaining 23.62% and workers have worked at the place where the work was available on daily wages.
- d) Members of the families of 68.05% workers had to work in periods <sup>of</sup> indefinite strike for living.

Workers could not give satisfactory answers to the questions like, how many days they lost per year due to strikes, what were the effects of strike on the production of the company and other related industries etc.

According to the workers the decision of whether to withdraw or continue strike has been taken in the meeting of the workers.

Workers could not give satisfactory answers to the questions like, what are the gains to the workers, and what are the effects on the company after the withdrawal of strike.

#### Lockout :

The management of the company has used the weapon of lockout for more than seventeen months continuously in 1986-87. The management, leaders of trade unions and the workers have given different causes for the lockout.

1) According to the management, the company was facing keen competition in the product market compelling it to keep the product price low. On the contrary it has purchased raw-material and other inputs at rising

prices for some years. So the economic position of the company has deteriorated. In this situation some instances of indiscipline among the workers took place. On the part of the management there was only way to close the company for some times.

2) According to the leaders of both the Unions -

- a) Economic position of the company was not beyond the control of management. It was not unsatisfactory.
- b) Major portion of capital of the company is borrowed, so the management could have avoided burden of interest if it had not closed the company.
- c) There are no effective deterrents for lockout and even which lockout is illegal, the management are not adequately punished.

3) According to the workers, the lockout was a deliberate step taken by the management against the workers to starve them and make them helpless.

All the workers of both the sections were out of work during the period of lockout.

Workers did not receive wages for the period of lockout. They also did not receive economic assistance from their Unions.

Workers could not give satisfactory answers to the questions D.12 to 17 in the questionnaire. Finally management agreed to pay wages equal

to fifteen days wages to all the workers for the period of  
lockout.

Workers could not give satisfactory answers to the questions D.21  
and 22 in the questionnaire.

It is the opinion of all workers' that the strength of both the  
Unions decreased after the lockout. It is also important to note that Unions  
have not established co-operative institutions for their members in the  
company. The management has consistently avoided giving the workers  
effective participation in management. However, all the workers were of  
the opinion that they must get representation in the management of the  
company.