

CHAPTER - V

OBSERVATIONS
AND
SUGGESTIONS

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OBSERVATIONS:

After a detailed analysis and interpretation of statistical and other general information the following observations are noted:

1. Both the trade unions APEEU and APSEBEU were established in 1977 in VTPS. The APEEU with the membership of 169 out of 175 got recognition in the same year.
2. Even though the APEEU and the APSEBEU were started in the same year, there is a vast difference in the present membership of these two unions. (The APEEU with 53.95% and the APSEBEU with 14.87% of the total workers).
3. APEEU was the only recognised union upto 1986, with majority of the member workers in the organisation.
4. In 1984, the TNVKS was established in VTPS affiliated to TNTUC, a trade union wing of Telugu Desam regional political party in Andhra Pradesh . From that year onwards the increasing trend of APEEU membership has started declining.

5. In 1986, the TNVKS got recognition with the membership of 226 where as the APPEU membership was about 624.
6. Upto 1986, the APSEBEU has not crossed the membership figure of 20.
7. Whenever a strike call was given by the trade unions of VTPS, all the union member workers participated, ignoring the differences amongst the unions and also the members.
8. The first recognised trade union APPEU organised more number of strikes. The APPEU has completely succeeded in safeguarding the interests of workers.
9. Whenever the trade unions of VTPS organised strikes, the success rate was very high because these trade unions always fought for the reasonable demands of the workers.
10. For the first and last time in 1981, the management of VTPS has regularised the services of contract labour. At that time, services of approximately 315 employees' were regularised.
11. The management of VTPS gradually provided the housing facilities to all cadres of workers.
12. In October 1994, a strike was jointly organised by all the three recognised trade unions with the demands of

revision of pay scales and regularisation of the services of contract labour. At that time, the management has accepted to revise the pay scales and increased the wages of contract labour.

13. In 1992 and 1993, the charter of demands submitted by the major union APEEU were accepted by the management even though other trade unions have not participated at that time because of political reasons.

14. The major union APEEU has no outside leadership, this has led to the effective functioning of the trade union organisation.

15. As APEEU is not having any political affiliation, there is no intra-union factionalism and inter-union rivalry. This has led to the effective and smooth functioning of the organisation.

16. Because of the non-involvement of the political parties and outside leadership, the APEEU member workers took the initiative to know the language of law, rules and regulations.

17. Due to this non-involvement of political parties and outside leadership, the APEEU member workers have shown interest in taking the leadership of the organisation.

18. The remaining two trade unions viz., TNVKS and APSEBEU which have political affiliation and outside leadership affected the development of inside leadership.
19. The political affiliation and outside leadership of the two recognised trade unions viz., TNVKS and APSEBEU has led to the inter-union rivalry, intra-union factionalism and also to the serving the interests of political parties.
20. Due to the political involvement and outside leadership, the member workers of these two unions have not shown much interest to know the language of law, rules, and regulations. This has led to affected the development of inside leadership.
21. The management of VTPS has a positive attitude in solving the reasonable demands of the workers in order to maintain cordial relations between the workers and the management.
22. The maintenance of harmonious relations between the management and workers resulted in the achievement of several productivity awards since its inception.

SUGGESTIONS:

After making an intensive study of the trade union activities in VTPS, the following suggestions are given for the improvement of the overall performance of the trade unions and also the organisation.

1. The two recognised trade unions TNVKS and APSEBEU have to take the necessary steps to develop the internal leadership even though these two unions have political affiliation.
2. The TNVKS and APSEBEU which have political affiliation must reduce the inter-union rivalry and intra-union factionalism in the factory as well as in the activities of the union.
3. The trade unions of VTPS should introduce better worker educational programmes for improving the member workers knowledge regarding language of law, rules, regulations etc.
4. The management of VTPS need to introduce more worker motivational programmes for improving the productivity.
5. The management of VTPS has to take necessary steps to check frequently the working conditions so as to improve them.

6. The trade unions of VTPS have to contribute more amount for the mutual welfare activities of the organisation.
7. The trade unions of VTPS have to undertake adult educational programmes for developing the individuality of each worker and their family members.
8. The management of VTPS should change their policy regarding promotions. The top and middle cadre posts have to be filled-up with the existing senior employees. This will generate extraordinary motivation to the company employees.
9. The management of VTPS has to take necessary measures to introduce some more sophisticated technical training facilities for the various cadres of employees.
10. The trade unions of VTPS have to take necessary action jointly for achieving the unsolved problems like regularisation of the services of contract labour and promotions issue etc., which were already mentioned in various charter of demands.
11. One Union - One Industry concept is highly suitable for this organisation for avoiding the inter-union rivalry and intra-union factionalism.

12. The politically affiliated trade unions TNVKS and APSEBEU of VTPS have to take necessary measures to reduce the role of politicians in the factory affairs.
13. The trade unions of VTPS viz., APSEU, TNVKS and APSEBEU have to adopt necessary measures to change the attitude of employees towards participation in the union activities.
14. The trade unions of VTPS have to inculcate a sort of initiative among its rank and file to take up the leadership of the union.
15. The Government must also take an active role to improve the labour relations and labour welfare.
