

PART-III

CONCLUSIONS AND SUGGESTIONS



Part - IIIConclusions and SuggestionsConclusions :

After the overall study of the labour-management relationship, conducted at Vidarbha Mills Berar, Achalpur the major conclusions drawn are as follows:

Personal Information of Respondents

Maximum number of respondents were in the age group 41-50 years i.e. 43.33%. By caste, more respondents were Kunbi (40%). Majority of the respondents were Hindus, followed by Buddha and Muslim. Maximum number of respondents' mother tongue was Marathi. Most of respondents were married. Most respondents' level of education was middle school (42.22%).

Information about service of respondents

Maximum respondents have joined this employment in between 1971 to 1980. Most of respondents were not employed previously, maximum number of respondents started earning from this employment. In my study 31.11% respondents were working previously. Maximum respondents were working as agricultural labour previously. Most of respondents were confirmed in present service i.e. 88.66%. Due to less salary and weak economic condition, most of respondents like over-time.

Wages

Maximum respondents were getting payment in between Rs 700 to 800 per month. In the mill, workers were getting payment according to time rate and most of respondents preferred time rate. Workers are getting 8.33% Bonus, i.e. one month's salary. Maximum respondents said that management should increase salary, because of weak economic condition of workers.

Welfare Facilities

Management are providing good type of welfare facilities. Workers are satisfied on it. There were no creche facility in Vidarbha Mills Berar, because less number of women workers are there, according to Factory Act 1948 Mill was running a well equipped canteen. The rate of canteen materials was reasonable. There was one workers' co-operative society through which workers are getting good grains, cloths etc on reasonable rates. Workers were satisfied on it. Management were not providing accommodation facility to all workers due to lack of land limited houses are there. Approximately 30 to 35 percent of workers are taking advantage of residential facility. Workers are getting benefits from E.S.I. Scheme, Gratuity, Family Pension, Provident Fund and bonus.

Management provides all welfare facilities and social security measures to the betterment of workers.

Workers are satisfied on it and this is the sign of good relations of labour-management.

Labour-Management Relationship

Most of respondents said that the nature of immediate supervisor was sympathetic. So the relation between supervisor and workers are cordial. Management are looking seriously towards workers needs and problems. Labour officer is playing active role for maintaining good labour-management relationship. Most of workers said that management should provide employment to workers' children. Management is solving workers' grievances nicely with the help of labour officer and supervisors.

Disputes

In Vidarbha Mills Berar, Achalpur, due to labour payment, leaves, overtime happened the disputes but by mutual understanding they were solved. Strikes happened in 1971 for one day, in 1974 for six days and in 1979 for three days; reasons were workers' retrenchment, leaves and wage and allowances. But from 1979, no strike occurred in the mill, nor any lockout and this is the sign of good relations. There were various joint committees working in this mill. Management is looking positively towards labour representatives in these committees and co-operating with workers.

Trade Unions

At present three unions are functioning in Vidarbha Mills Berar, Achalpur. Approximately 95% workers are the members of these unions. Unions are not providing any educational facility but giving protection to the workers.

On the basis of above discussion, it may be concluded that the relationship of labour and management is smooth and cordial.

Suggestions

I would like to make the following suggestions, which may help to develop still better labour-management relationship in Vidarbha Mills Berar, Achalpur.

- 1) Management should organise training programmes for workers.
 - 2) Provide residential accommodation to all workers.
 - 3) Arrange transport facility for the workers.
 - 4) Should provide voluntary welfare facilities to workers i.e. provision of free books to workers' children, free uniform, television set for recreation.
 - 5) Trade unions should organise training programmes for workers i.e. Adult education, vocational training.
 - 6) Management should increase payment of workers.
-