

--:-- CHAPTER VI --:--

- 1) Tables
- 2) Views of Union Leaders
- 3) Response of Management
- 4) Conclusions
- 5) Suggestions

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Table No.1: Table showing Respondents' Educational qualification.

Education	No. of Respondents
Non-Matriculates	18
Matriculates	21
Under-Graduates	12
Graduates	24
TOTAL	75

INTERPRETATION:

Out of the total 75 respondents,

- 1) 18 respondents have only primary and secondary education i.e., non-matric;
- 2) 21 respondents are matriculates,
- 3) 12 respondents are under-graduates and
- 4) 24 respondents are graduates

OBSERVATION:

Most of the workers are fairly educated

CONCLUSION:

Less than $\frac{1}{4}$ th of the respondents are non-matriculates and more than $\frac{1}{4}$ th of the respondents are fairly educated. This variation in the educational qualification amongst the respondents appears to be common where the jobs of different requirements are there, viz., Skilled, Semi-skilled and Unskilled.

Table No.2: Table showing Respondents' Experience

<u>Years</u>	<u>No. of Respondents</u>
0-5	9
5-10	22
10-15	26
15-20	18
TOTAL	75

INTERPRETATION:

Out of the total 75 respondents,

- 1) 9 respondents fall in the category of 0-5 years' experience
- 2) 22 respondents fall in the category of 5-10 years,
- 3) 26 respondents fall in the category of 10-15 years and
- 4) 18 respondents fall in the category of 15-20 years.

OBSERVATION:

Most of the respondents are experienced.

CONCLUSION:

This variation in the length of service appears to be common. It is because of the fact that vacancies are filled up as and when they fall vacant.

Table No.3: Table showing the improvements by the efforts of the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
By the efforts of the union	62
Not by the efforts of the union	13
TOTAL	75

INTERPRETATION:

- 1) 62 respondents are of the opinion that the improvements in the working condition are made by the efforts of the trade union.
- 2) 13 respondents are of the opinion that the improvements in the working condition are not by the efforts of the union.

OBSERVATION:

Improvements in the working condition are made by the sincere and honest efforts of the trade union.

CONCLUSION:

Large number of respondents have opined that improvements in the working condition are due to the consistent efforts of the trade union. Management should remember that workers are also human beings. Therefore, it is the obligation of the employer to provide satisfactory working condition to improve the working efficiency of the workers and to maintain industrial harmony.

Table No.4: Table showing the working of the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Happy with the working of the union	65
Not happy with the working of the union	10
TOTAL	75

INTERPRETATION:

- 1) 65 respondents have expressed that they are happy with the working of the union.
- 2) 10 respondents have expressed that they are not happy with the working of the union.

OBSERVATION:

Good number of respondents are happy with the functioning of trade union.

CONCLUSION:

This reflects that trade union is functioning properly. Trade union should make constant efforts to protect and promote the interests of the workers. It should also make positive contribution for the economic progress and prosperity of the country.

Table No.5: Table showing the Inter-Union Rivalry.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Inter-union rivalry	--
No Inter-union rivalry	75

INTERPRETATION:

- 1) No respondent has expressed that there is an inter-union rivalry between the two unions functioning in the Karkhana.
- 2) All the 75 respondents have expressed that there is no inter-union rivalry between the two unions functioning in the Karkhana.

OBSERVATION:

There is no inter-union rivalry in the Karkhana.

CONCLUSION:

It obviously reflects that both the unions working in the Karkhana do not have inter-union rivalry. Trade unions should remember that inter-union rivalry brings about disharmony and disrupts production. Our economy cannot stand the strain of industrial strife which leads to loss of production. Therefore, keeping these negative aspects in mind, the trade unions should strive unitedly on the common package of programmes.

Table No.6: Table showing the outside leadership in the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Outside leadership	--
No. outside leadership	75
TOTAL	75

INTERPRETATION:

- 1) No respondent has expressed that there is an outside leadership in the trade union.
- 2) All the 75 respondents have expressed that there is no outside leadership in the trade union.

OBSERVATION:

All the respondents have protested against the influence of external force in the trade union.

CONCLUSION:

It clearly reflects that outside leadership is completely eliminated. Trade unions on internal leadership lines can alone afford adequate protection against workers' exploitation. Unions should, therefore, realise that they cannot all the time depend upon out-side agencies to espouse their cause.

Table No.7: Table showing the election procedure of the
Union leaders.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Happy with the election procedure	48
Not happy with the election procedure	27
TOTAL	75

INTERPRETATION:

- 1) 48 respondents are of the opinion that they are happy with the election procedure of the union leaders.
- 2) 27 respondents are not happy with the election procedure.

OBSERVATION:

Majority of the respondents are happy with the election procedure of the union leaders.

CONCLUSION:

It is obvious that election procedure of the union leaders is satisfactory. The trade union leaders should remember that election through secret ballot is more advisable. In this method, the workers exercise their voting power without any fear. The trade union leader elected through this procedure carries more weight and respect.

Table No.8: Table showing the opinion about the union leaders.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Leaders are able	63
Leaders are not able	12
TOTAL	75

INTERPRETATION:

- 1) 63 respondents have expressed their opinion that the trade union leaders are able.
- 2) On the other hand, 12 respondents are of the opinion that the trade union leaders are not able.

OBSERVATION:

Majority of the respondents are of the opinion that the trade union leaders are able.

CONCLUSION:

The above table reflects that the leaders are able and competent enough. It is to be remembered that much is expected of a union leader by the members as well by the employers and the general public. He is first and foremost responsible to the members of his union. While he is required to carry out the policies which the workers decide at their conferences, he is also expected to guide them in enlightened trade unionism. Leader should himself be vigilant and look after the real interests of the workers.

Table No.9: Table showing the labour welfare facilities in the Karkhana.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Labour Welfare facilities	75
No labour welfare facilities	--
TOTAL	75

INTERPRETATION:

- 1) All the 75 respondents have expressed their opinion that labour welfare facilities are provided in the Karkhana.
- 2) No respondent has expressed his opinion that there are no labour welfare facilities.

OBSERVATION:

Labour Welfare facilities are provided in the Karkhana.

CONCLUSION:

It clearly indicates that labour welfare facilities are provided in the Karkhana. It is to be remembered that sufficient welfare facilities make the workers more committed and contented.

Table No.10: Table showing the efforts of membership of the union.

Nature of Response	No. of Respondents
Working with confidence	37
Working is adversely affected	--
Working with less fear	14
Working with less management harassment	6
Working with peace of mind	18
TOTAL	75

INTERPRETATION:

Out of the total 75 respondents,

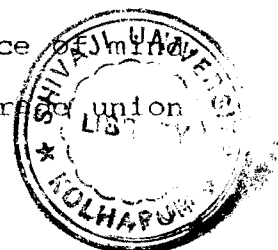
- 1) 37 respondents are of the opinion that they are working with confidence due to their membership in the trade union.
- 2) No respondent's working is adversely affected.
- 3) 14 respondents are working with less fear.
- 4) 6 respondents are working with less management harassment.
- 5) 18 respondents are working with peace of mind.

OBSERVATION:

All the respondents have expressed their favourable opinion towards the effect of their membership of the union.

CONCLUSION:

It certainly effects that the effect of membership of the trade union is advantageous and favourable. Trade union membership creates the sense of confidence, unity and peace. Workers should remember that they should join the trade union for self-help and self-protection.



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Table No.1: Table showing Respondents' Educational Qualification.

Education	No. of Respondents
Non Matriculates	8
Matriculates	6
Under-Graduates	7
Graduates	4
TOTAL	25

INTERPRETATION:

Out of the total 25 respondents,

- 1) 8 respondents have mere primary and secondary education i.e., non-matric,
- 2) 6 respondents are matriculates,
- 3) 7 respondents are under-graduates and
- 4) 4 respondents are graduates

OBSERVATION:

Most of the respondents are fairly educated.

CONCLUSION:

Less than $\frac{1}{4}$ th of the respondents are non-matriculates and more than $\frac{3}{4}$ th of the respondents are fairly educated. This variation in the educational qualification appears to be quite common where the jobs of requirements are there viz., skilled, semi-skilled and un-skilled.

Table No.2: Table showing Respondents' Experience.

Years	No. of Respondents
0- 5	6
5-10	15
10-15	4
15-20	-
TOTAL	25

INTERPRETATION:

Out of the total 25 respondents,

- 1) 6 respondents fall in the category of 0-5 years experience
- 2) 15 respondents fall the category of 5-10 years,
- 3) 4 respondents fall in the category of 10-15 years and
- 4) No respondent~~s~~ falls in the category of 15-20 years

OBSERVATION:

Most of the respondents are experienced,

CONCLUSION:

This variation in the length of service appears to be common. It is because of the fact that vacancies are filled up as and when they fall vacant.

Table No.3: Table showing the improvements by the efforts of the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
By the efforts of the union	21
Not by the efforts of the union	4
TOTAL	25

INTERPRETATION:

- 1) 21 respondents are of the opinion that the improvements in the working condition are made by the efforts of the union.
- 2) 4 respondents are of the opinion that the improvements in the working condition are not by the efforts of the union.

OBSERVATION:

Large number of respondents are of the opinion that improvements in the working condition are made by the sincere and systematic efforts of the trade union.

CONCLUSION:

This response of the respondents reflects that improvements in the working condition are due to the consistent efforts of the trade union. It is to be remembered that better working condition enhances the working efficiency of the workers and preserves industrial peace.

Table No.4: Table showing the working of the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Happy with the working of the union	22
Not happy with the working of the union	3
TOTAL	25

INTERPRETATION:

- 1) 22 respondents have expressed their opinion that they are happy with the working of the union.
- 2) Only 3 respondents are not happy with the working of the union.

OBSERVATION:

Good number of respondents are happy with the functioning of the union.

CONCLUSION:

This indicates that trade union is functioning efficiently. Trade union should make honest efforts to safeguard the interests of the workers. It should be always active and ready to protect the interests of the various sections of the society.

Table No.5: Table showing the Inter-Union Rivalry.

Nature of Response	No. of Respondents
Inter-Union rivalry	--
No Inter-Union rivalry	25
TOTAL	25

INTERPRETATION:

- 1) No respondent has expressed that there is an inter-union rivalry.
- 2) All the 25 respondents have expressed that there is no inter-union rivalry.

OBSERVATION:

There is no inter-union rivalry in the Karkhana.

CONCLUSION:

It is obvious that both the unions functioning in the Karkhana have no inter-union rivalry. Inter-union rivalry is quite harmful for the smooth functioning of the unions. It also affects the industrial health and endangers the very spirit the workers' organisation. Therefore, the trade unions should work on common understanding and consensus.

Table No.6: Table showing the outside leadership in the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Outside leadership	--
No outside leadership	25
TOTAL	25

INTERPRETATION:

- 1) No respondent has expressed that there is an outside leadership in the trade union.
- 2) All the 25 respondents have expressed that there is no outside leadership in the trade union.

OBSERVATION:

All the respondents have expressed their dis-satisfaction towards the outside leadership in the trade union.

CONCLUSION:

It clearly indicates that the trade union is not under the influence of external forces. Undue dependence on outsiders will certainly affect the workers' capacity to organise themselves and their self-reliance. Hence, it is quite advisable to give sufficient justification for encouraging a larger representation of insiders on the executives of trade unions.

Table No.7: Table showing the election procedure of the union leaders.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Happy with the election procedure	18
Not happy with the election procedure	7
TOTAL	25

INTERPRETATION:

- 1) 18 respondents are of the opinion that they are happy with the election procedure of the union leaders.
- 2) 7 respondents are not happy with the election procedure.

OBSERVATION:

Majority of the respondents are happy with the election procedure of the union leaders.

CONCLUSION:

It indicates that election procedure of the union leaders is satisfactory. The trade union leaders should remember that election through secret ballot is more advisable. This method helps the workers to move better and impartial choice. The leader elected through this procedure carries more weight and respect.

Table No.8: Table showing the opinion about the union leaders.

Nature of Response	No. of Respondents
Leaders are able	22
Leaders are not able	3
TOTAL	25

INTERPRETATION:

- 1) 22 respondents are of the view that the trade union leaders are able.
- 2) The remaining 3 respondents are of the opinion that the trade union leaders are not able.

OBSERVATION:

Larger number of respondents are satisfied with the ability of the trade union leaders.

CONCLUSION:

The above table indicates that the trade union leaders are good and able in discharging their duties and responsibilities. In all events, a trade union leader must keep his integrity intact for if he loses that he loses the respect both of the workers whom he represents and the employer with whom he negotiates. He has to build up a reputation for honest dealing and maintain it.

Table No.9: Table showing the labour welfare facilities
in the Karkhana.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Labour Welfare facilities	25
No. Labour Welfare facilities	--
TOTAL	25

INTERPRETATION:

- 1) All the 25 respondents have expressed their opinion that labour welfare facilities are provided in the Karkhana.
- 2) No respondent has expressed his opinion that there are no labour welfare facilities.

OBSERVATION:

Labour Welfare facilities are provided in the Karkhana.

CONCLUSION:

It clearly indicates that labour welfare facilities are provided in the Karkhana. It is to be remembered that sufficient welfare facilities make the workers more committed contented.

Table No.10: Table showing the effects of membership of the union.

<u>Nature of Response</u>	<u>No. of Respondents</u>
Working with confidence	14
Working is adversely affected	--
Working with less fear	2
Working with less management harassment	4
Working with peace of mind	5
TOTAL	25

INTERPRETATION:

Out of the total 25 respondents,

- 1) 14 respondents are working with confidence,
- 2) No respondents working is adversely affected,
- 3) 2 respondents are working with less fear,
- 4) 4 respondents are working with less management harassment,
- 5) 5 respondents are working with peace of mind.

OBSERVATION:

All the respondents have expressed their favourable opinion towards the effect of their membership of the union.

CONCLUSION:

It clearly indicates that the effect of membership of the trade union is advantageous and favourable. Trade union membership creates the sense of confidence, unity and peace of mind. Therefore, the workers should remember that they should join trade union for self-help and self-protection.

VIEWS OF UNION LEADERS:

The presentation of the views of the trade union leaders here is based entirely on the questionnaire administered and interviews conducted with the respondents.

To a general question as to whether our respondents (union leaders) believed that the attitude of the management towards the trade union was favourable, the reply of all the respondents was overwhelmingly in affirmative.

The next response was their faith on the system of collective bargaining and convincing the seriousness of the problem to the management instead of strikes and other pressure tactics for getting their legitimate demands sanctioned and grievances settled.

All the respondents stressed the need and importance of workers' education through educational camps, meetings, discussions, circulars, leaflets, etc., for maintainance of industrial peace and harmony, development of healthy labour-management relations, qualities of citizenship, better understanding of their rights and responsibilities with the growth of industrialisation and development of trade union movement and thereby preparing the workers to participate in the economic and social development of the community at large.

When the attention of the respondents was drawn towards active participation of the members in union work, the respondents expressed satisfaction with the support they received from their members and with the extent of their participation in union activities.

All the respondents were of the opinion that management had made its honest efforts in providing better wages and allowances, satisfactory working conditions, sufficient labour welfare facilities and creating the sense of service and partnership amongst the workers. A reference was also made by them to the overall facilities, incentives and privileges given for the betterment of the workers.

To a significant question as to whether our respondents believed that the activities of the trade union were confined only to protect the interests of the members or only thing more for the general public, the reply of all the respondents was not satisfactory. Though they were inclined in this direction, the paucity of funds prevented them to do so. However, their response to launch social service activities was favourable.

The last question drew the attention of the respondents towards the participation of the trade union representative on the Board of Management, their reply was that such opportunity had been given to the trade union and expressed their satisfaction with the participation.

From this it is possible to conclude that union leaders are satisfied with facilities provided by the management.

RESPONSE OF MANAGEMENT:

The response of the management has been summed up entirely on the basis of reply to the questionnaire.

It is obvious that the management does not have any hostile attitudes towards the activities of the trade unions working in the Karkhana. It is of the opinion that trade union activities do not have any adverse effect on the smooth functioning of the Karkhana. In turn management is happy with the leadership of the unions and expressed its satisfaction towards the efficient working of the trade unions.

According to the opinion of the management trade unions are the best agencies to settle the grievances of the workers through 'Collective Bargaining' system and on the other hand they are the effective instruments to advise the workers to maintain discipline, boost-up production and follow the rules and thereby seek positive contribution in the working of Karkhana.

The reply of the management to a question on inter-union rivalry, indicates that there has not been any inter-union rivalry. However, it is in favour of single union ~~xxxx~~ in the Karkhana.

The management is of the opinion that it has fulfilled all reasonable demands of the workers relating to better wages, satisfactory working conditions and adequate labour welfare facilities. In spite of that, it is inclined to settle the grievances in a sympathetic manner as and when they arise.

It is indeed a matter of proud and prestige on the part of management to say that not even a single strike has taken place since the establishment of the Karkhana. It is because of the fact that the management has full faith and confidence on the principle of industrial democracy.

CONCLUSIONS:

The present work aims at describing, analysing and assessing the style of functioning and attitudes of a representative sample of the trade union leaders, trade union members and the management. For the purpose of this investigation, the research study was undertaken in "Shri Datta Shetkari Sakhar Karkhana Limited, Shirol.

The main hypothesis is that the trade unions, in the modern set-up, are working in the larger interests of the members so as to safeguard the legitimate demands of the workers. Other hypothesis is that trade unions are extending their optimum co-operation and making sincere efforts to increase production and productivity of the organisation in which they are employed.

Keeping these hypothesis in mind, structured questions and interviews were used as tools to gather the required data. Some times detailed questions were asked to verify the veracity of the responses. The data collected from a representative sample supported the hypothesis.

However, the purpose of the investigation was not merely to verify the hypothesis; it was to obtain an overall picture of the trade union activities. This work is succeeded in drawing at least the major outlines of the trade union activities.

SUGGESTIONS:

Considerable ground has been covered in the preceding chapters on all aspects relating to the trade union activities. Some specific suggestions have already been given under some concerned tables showing different dimensions. However, general suggestions to further the trade union activities may be given as follows.

- 1) The workers should not forget that they have a duty to the country as citizens. To bring happy and peaceful industrial relations, the responsibility lies equally on the shoulders of workers, who are the active and dominant partners in industry. Workers must realise that duties and responsibilities precede rights and privileges.
- 2) The present tendency of the trade unions is to secure settlement in industrial disputes more through methods of compulsory adjudication or through the intervention of the government rather than through the machinery of collective bargaining and voluntary negotiations. Such tendency among trade unions depending on an outside authority rather than confidently solving differences themselves, by direct negotiations, must be discouraged. It would ultimately lead to better industrial relations.
- 3) It is necessary that labour as well as employers must be sufficiently well-organised to solve differences by themselves, with public opinion and sanction behind their actions. They should build traditions and conventions for coming to terms by mutual negotiations and putting decisions into effect through the willing co-operation of both the parties.

4) The formation of joint standing machinery in every industry and in every unit of industry can avoid industrial conflicts -- major or minor. Both employers and employees must fully realise that it never pays to quarrel and must recognise the value of response and co-operation.

5) The policy of the present Government in our country is towards the association of the workers in the management of industries. It is necessary, if this is to yield profitable results, that the working class must be trained to comprehend the technical details of the problems facing them and equally to present their in a scientific manner. There is the need for a strong, scientific and unified labour unions, which can speak with authority, not merely on those questions affecting the workers, but on all matters connected with industry.

6) It must be understood that good housing, security of employment, proper provision during periods of illness and better working conditions; all bring good results in the shape of greater productivity and more disciplined work.

7) Trade unions should not work as a wing of political party. A split in a political party is also reflected in a split in the trade union. It leads to multiplicity of unions at the plant level. It is therefore necessary to organise trade unions on economic interests and not on the political interests.

- 8) One union in one industry is more advisable. Otherwise each union starts competing with the other to gain supermacy and in this process weakening each other. This further complicates the choice of the bargaining agent at plant/industry/central levels. The best remedy of the situation may be the setting up of one union in one industry through legislation.
- 9) The activities of the trade unions should not be confined only to the demands of the workers. They should undertake social welfare activities in the vast interest of the society. It creates public confidence towards the constructive role of the trade unions.
- 10) In a country where the level of general education is low and trade union movement is still in the process of development the scope for workers' education is manifold. Therefore, it is necessary to intensify the workers' education programme. This programme enables the workers to participate in economic and social development of the community through better understanding of their rights and responsibilities.