

CHAPTER - VI
ROLE PLAYED BY TRADE UNIONS IN
M.S.R.T.C. SHOLAPUR DIVISION.

I) Role of Trade Unions in Labour Welfare:

Labour welfare activities influence the sentiments of the workers. When workers feel that the employers and the State are interested in their happiness, his tendency to grouse and grumble will disappear. The development of such feeling helps for industrial peace.

Welfare measures will improve the physique, intelligence, morality and standard of living of the workers which helps to increase efficiency and productivity.

The trade unions play an important role in the field of labour welfare. But unfortunately, only two Unions, viz. INTUC and MST Kamgar Union has done some work in this field. MST Kamgar Sanghathana provides funds for contingencies like accident, death, etc. Rs.500/- are given to each worker.

Other Unions are faraway from providing the welfare facilities. But though the trade unions in the MSRTC are not providing much welfare facilities, they have obtained a lot of welfare facilities through settlements.

II) Labour Welfare Centres:

At different divisions, 21 labour welfare centres are opened. The major activities are undertaken at the

welfare centres by the lady welfare instructor, who is in-charge of the welfare centres.

2) Recreation Centres, TV sets, Filmshows:

Three recreation halls are provided at the central office, Bombay; Divisional Stores, Kurla; and the Divisional Office, Thana. Arrangements for playing games are made at these places.

Five film projectors provided one each to Bombay, Kolhapur, Pune, Nagpur and Aurangabad. TV sets are provided at divisional office.

3) Staff Institutes:

Five staff institutes are opened at Dapodi, Pune, Nashik, Dhule and Sholapur. Facilities of indoor and outdoor games are provided.

4) Rest-Rooms:

Rest-rooms are provided at each depot and at the divisional workshops to enable the workers to relax during their rest periods.

5) Medical Facilities:

All the 154 medical dispensaries are working satisfactorily under the honorary medical officers assisted by full-time compounder at divisional headquarters and part-time compounders at depots.

6) Housing:

The corporation has built houses from its own

funds and also hired blocks from private parties. The benefit of HUDCO loans is also taken for this purpose.

7) Prizes and Scholarships:

This scheme is also implemented by the MSRTC. According to this scheme, prizes and scholarships are given to children of ST employees who secure merit.

8) Holiday Homes:

One holiday-home is provided by the Corporation at Mahabaleshwar Hill Station. Employees are taking advantage of the same.

9) Free-Passes:

State transport employees are given free-passes for themselves and upto 6 members of their family twice in a year to travel anywhere, where the buses of the MSRTC operate.

10) Advances:

The employees are granted advances for purchasing vehicles, purchase or construction of houses. Once in a year, festival advance is also given. Advances are recovered in easy instalments.

11) Ex-gratia Payment:

The Corporation makes ex-gratia payments to its employees in lieu of bonus. The payment is at the rate of 8.33% of the basic salary, with a ceiling of Rs.1600.

12) Allowances:

Employees are granted various allowances through settlements like night allowance, washing allowance, line allowance, etc.

13) Sports:

Sports are conducted by the Association. The Association also organizes tournaments of table-tennis, Kabbadi, athletics, etc.¹

Thus, the trade unions in the MSRTC are very sensitive and careful in guarding the rights of the members.

2) Role of Trade Unions in Productivity:

Productivity is the most important factor in every concern. Lower the production cost, lower the bus-fares. Higher productivity is the key for higher standard of living. Higher productivity helps to reduce the cost of production. Reduction in the cost of production increases the profit, finally it helps to expand the transport services. Salaries paid to the employees are based on the productivity. Increased productivity means increased wages. It also leads to shorten the work.

It does not mean that mere hard work is the productivity, but more productive work is the productivity. Higher productivity cannot be achieved by increasing the workload of the workers, but reducing the wastage over a longer period would serve to increase the productivity.²

Trade unions in the MSRTC can do a lot for increasing the productivity. Trade unions are a bridge to maintain smooth relations between the labour and the management. The practice of arranging regular meetings at divisional, workshop and depot levels amongst the workers and the managers to understand and to solve the working problems is recommendable. Trade unions can also arrange training and other programmes for improving the efficiency of the workers. Trade unions can do this by maintaining industrial peace and acting as a change-agent between the management and the workers.

Trade unions certainly are contributing towards increasing the productivity. Every Union tries to develop a spirit of co-operation among the workers, inspite of the inter-union rivalries.

During informal discussions with employees and union leaders, the researcher found that every employee is proud being a servant in the MSRTC and every one of them thinks for the future good of the MSRTC. Such type of loyalty to the organization is scarce and it is cultivated by the trade unions only.

In the Sholapur Division of the MSRTC, regular meetings of the union representatives with the management are conducted to discuss the problems in the working and the ways to solve them are found out. Generally, meetings with every Union are held regularly, which definitely helps in achieving higher productivity.

Trade Unions in Sholapur district are trying to use all the measures which are necessary for the maintenance of productivity. On the other hand, Sholapur Division does not arrange training programmes at its own for the benefit of the workers.

The role of a change-agent in increasing the productivity is very well-played by the Sholapur Division. In 1988, changes were made in the schedule of duties. As per new schedule, the workload is reduced, by which duties are performed by the workers with happy and fresh mind.

Thus, it is concluded that the trade unions in Sholapur Division are contributing well increasing the productivity. But much more will be achieved if the trade unions would play their roles more effectively.

3) Role of Trade Unions in Wage Determination:

Almost all the labour problems gather around the wages. The standard of living, economic condition of workers, his relative efficiency, labour cost - all pertain to this problem. Wages are an important reason of disputes between the labour and the management. In the MSRTC, wages are determined by the Central Office in consultation with the recognized trade unions. The trade unions in the MSRTC control wages and the determination of the dearness allowance through the means of collective bargaining. It cannot be denied that unionisation

with its impact upon the wages has tended towards preventing the rate from being lowered, if not raised.

Two important settlements were made - first was with effect from 1.4.1950, and the second with effect from 1.4.1980. Under these settlements, various benefits granted including revised payscales, increase in dearness allowance, medical facilities, provident fund, gratuity and various other allowance, leave travel concessions, free-passes, etc.³

Recently, negotiations were made with different Unions. The new settlement was signed on 19.12.1985. The highlights of the financial benefits given to the employees are given below:

LABOUR SETTLEMENT (1985)

For Class-III and Class-IV Employees

Period 1985-1988

<u>Before Settlement</u>	<u>Revision of Pay Scales</u> <u>Pay + D.A.</u>	<u>After Settlement</u>
Rs. 191.00	Minimum in the lowest payscale	Rs. 286.00
Rs. 310.00	Maximum in the lowest payscale	Rs. 524.00
Rs. 410.00	Minimum in the highest pay scale	Rs. 505.00
Rs. 945.00	Maximum in the highest payscale	Rs.1,575.00
	<u>Dearness Allowance:</u>	
Rs. 1.50	Index D.A.Rate over 501 point	Rs. 1.80
	<u>Service Increments:</u>	
	5 years upto 12 years' service	1 increment.
	12 years upto 19 years' service	2 increments.
	19 years and above	3 increments.
	<u>Rate of Increments doubled:</u>	
Rs. 4.00	Minimum at the lowest payscale	Rs. 8.00
Rs. 7.00	Maximum at the lowest payscale	Rs.14.00
Rs. 20.00	Minimum at the highest payscale	Rs.40.00
Rs. 30.00	Maximum at the highest payscale	Rs.60.00
	<u>Free passes:</u>	
	Once in a year of 2 months duration	Two passes of one month duration in a year.

Free Passes:

Once in a year of
2 months duration

Two passes of one month
duration in a year.

REFERENCES

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4. Administration Report - M.S.R.T.C., p.40.
