

CHAPTER - IV

CONCLUSIONS AND SUGGESTIONS

The present study deals with an analysis of the various labour problems prevailing in the industrial co-operative organizations. For the study purpose, the VICO at Palus was taken as a model. For the detailed study, 34 per cent of the workers in the organization was taken. The present Chapter, being the concluding Chapter, the main findings and some suggestions are given herein.

After introducing the subject in the first Chapter, the socio-economic conditions of the workers are dealt with in the Second Chapter. For this purpose, some indications were used like age, sex, marital status, family size, caste, education level, service period, department-wise allocation of number of workers, distance from home to the organization, mode of conveyance, salary payment system, indebtedness and housing, etc. Majority of the workers belong to the category of 26 to 33 years; no women are included in the workforce. (Table 2.1). All workers in the organization.

Regarding the marital status of the workers, majority of them are married (Table 2.2).

With respect of the size of the family, majority of the workers have to support either a big size or a very large size family (Table 2.3).

Regarding caste-wise distribution of the workers, majority are Marathas, and are followed by Hindu-Mahars, Hindu-Mang and Hindu-Chambhar in that order (Table 2.4).

From the point of view of education level of the workers, except 12.5 per cent, all are educated (Table 2.5). An educated working class is very important to the successful working of the individual co-operative. From that standpoint, VICO is blessed with.

Regarding the service period of the workers, majority have more than 7 years' working experience (Table 2.6). This can also contribute to the successful working of the organization.

In the organization, there are only three Departments. Among these, foundry and machine shop departments absorb the majority of the workers (Table 2.7)

With regard to the distance from home to the organization, majority of the workers come from a distance varying between 1 and 20 kilometres (Table 2.8). It throws light on the fact that majority of the workers are easily accessible to the organization.

Regarding salary, majority of the workers are getting more than Rs.1,000 but less than Rs.2,000 per month (Table 2.9). It is with this fact that we have to take note of the truth that majority of the workers have to support large

families. If their income is very low, no doubt, it will affect the efficiency of the workers. The wages are paid on monthly basis.

Indebtedness is a curse to the people, especially to the rural masses. In the organization, majority of the workers are in the clutches of indebtedness (Table 2.10). The problem of indebtedness will adversely affect the efficiency of the workers.

With respect to housing, the picture is somewhat bright. Everybody lives in his own house.

In Chapter-III, the working conditions and some major labour problems are dealt with. The organization fails to provide many good working conditions with which the workers can raise their efficiency and productivity (Table 3.1).

Regarding leave facilities, no worker enjoys any leave facility. If they want, they can take only loss-of-pay leave. This is somewhat a shocking information. If the matters are looked at with this point of view, the organization has to modify its rules and regulations.

It is also surprising to notice that no welfare facilities are provided to the workers.

In short, the workers are not satisfied with the various working conditions prevailing in the organization. This itself is their major problem. So, separate mention of the specific problems is not needed in the present study.

SUGGESTIONS:

The following suggestions may be of great use and value if the Vikas Industrial Co-operative Organization Limited, Palus, wants to solve its labour problems and improve the conditions of its labour, thereby increasing the productivity and wellbeing of the workers.

- (1) Provision of adequate social security and labour welfare facilities. It can be stated that unless the future of the workers is secure in the industry, they do not develop the much needed loyalty to the job. It is strongly felt that the welfare of the workers should be assured and that they should be given all the benefits of social security. Therefore, the organization should provide for adequate social security and welfare facilities. The State also should take necessary steps in this respect.
- (2) There are a few Acts to regulate the organizations. Many of these Acts are neither very much relevant nor possible to implement totally. So, efforts should be made by the Government to simplify the procedures, rules and regulations so as to make them as effective as possible. The so-called social security and welfare measures may be given enough importance through suitable legislation. At the same time, efforts may also be made for their effective implementation.

- (3) While enforcing certain social security and welfare measures, one should consider the capacity of the Firm to implement the same financially, organizationally or otherwise. The capacity also depends upon the type and the nature of the industry. Considering these points, the social security and welfare measures may be fixed accordingly.
- (4) Workers' participation in management : Workers participation in management can promote increased productivity for the general benefit of the enterprise, the employees and the community. The management also gets benefits from the experience of the workers. So, it can be suggested that to reduce the intensity of their labour problems, to enhance the efficiency of the workers and to maintain good industrial relations, the workers' participation in management is the best tool.
- (5) Change in Attitude : The provisions in the laws as also administrative measures associated with them can be of little use in the absence of a spirit of mutual trust and confidence and a faith in the efficiency of healthy human relations. It requires complete change in the attitude of both the workers and the management.
- (6) Workers education programme should be practised to improve the understanding capacity of the workers.
- (7) There is need to provide training programme to workers

and supervisors, so as to increase their efficiency and productivity.

- (8) Job education system should be followed on the basis of job education, right man for right job should help both to increase the productivity and give job satisfaction to the workers.
- (9) Specific objectives should be set up for each and every person within the organization and that he should try to achieve it. It will give proper direction to systematic work.
- (10) Authorities and responsibilities of every person should be properly defined.
- (11) There is a need to formulate a new wage policy that will help to satisfy the workers. Also, there is necessity of implementing an incentive system for increasing the morale of the workers.
- (12) Hard and fast rules for promotion policy should be made. Promotions should be given on merits and there must be equal justice done with all persons.
- (13) A properly furnished restroom should be made available for the workers. There also is a need to provide a dining room.
- (14) The canteen must be reconstructed with proper arrangement

of sitting; and a variety of eatables should be made available at reasonable prices.

- (15) A quality control engineer must be appointed who will give encourage the workers and will also help them to increase their morale.
- (16) As the supervisor is considered as a connecting link between the workers and the management, their satisfaction is important in keeping the industrial relations healthy. Therefore, there is need to provide Gumboots and raincoats to the supervisors and also an arrangement should be made for them to keep their things, musters, etc.
- (17) There should also be a Supervisors' Training Programme to introduce them to the measures for keeping the industrial relations healthy.

Finally, it can be concluded that VICO is quite essential in Palus. It will contribute to the welfare of the workers if the above mentioned suggestions are brought into reality.

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