

CHAPTER - VCOMPARATIVE STUDY OF THE CITU AND INTUC AND BENEFITS TO THE WORKERS

- I) Comparative Study of The CITU and INTUC
- II) Benefits to the Workers.

INTRODUCTION :

I have taken interviews of 379 union members workers, to study the benefits derived by the workers in Ichalkaranji from the various unions. The proportion of the interviewed workers to the total members of all the unions is two percent.

Since the formation of trade union members have derived various socio, economic and political benefits. I have tried to examine the change of union, length of membership, causes for the change of union objectives of joining the union, opinions about leadership, Industrial disputes and ways of problem solving, labourers problems and members opinion, etc.

The following Table shows the percentage of the interviewed workers to the total Union members.

TABLE NO.5.1TOTAL MEMBERS AND INTERVIEWED WORKERS

Sr.No.	Trade Unions	TOTAL members	No.of interviewed workers.
I.	<u>CITU</u>	7000	140(36.9)
	1) Lal Bavata General Kamagar Sanghatana		
II.	<u>INTUC</u>	11924	239(63.1)
	1) Deccan Girani Kamagar Sanghatana (Powerloom sector)	900	18
	ii) Deccan Girani Kamagar Samittee (Spinning Mill)	2500	50
	iii) Soot Girani Kamagar Sanghatana	2724	55
	iv) Rashtriya Soot Kamagar Sanghatana	2000	40
	v) Rashtriya Processing Kamagar Sanghatana	1400	28
	vi) Sizing and Warping Kamagar Sanghatana	2400	48

NOTE : Figures in Brackets in all Table shows the respective %

Two percent of the total member of workers in the sample of the study. Out of 18924 workers, the sample 379 workers is taken of the total sample 140 workers belong to CITU and 239 belong to INTUC.

I) COMPARATIVE STUDY OF THE CITU AND INTUC :TABLE NO.5.2a) SEXWISE CLASSIFICATION OF MEMBERS

Sr.No.	Sex	CITU	INTUC	Total Male/Female
1	Male	136 (97.14)	236 (98.14)	372 (98)
2.	Female	004 (2.86)	03 (1.26)	007 (02)
3	Aggregate	140 (100)	239 (100)	379 (100)

1. The interviewed persons (workers) consist of 98% male while the female percentage is just 2%.
2. The proportion of male workers is overwhelmingly more (98.14%) in INTUC than in CITU.(97.14%). The proportion of female workers is terribly low in both the unions it is 2.86% in CITU and 1.25 in INTUC.
3. However the proportion of total women is more than double in CITU than in INTUC. This may be due to the fact that CITU is working in powerloom sector. In powerloom sector the proportion of female workers is high, where the female workers are employed to work on Kandi machines.
4. Out of six unions of INTUC, the Rashtriya processing Kamagar Sanghatana is the only union, which has more female workers than any other. These female workers do the work like folding, packing, and printing etc. in processing industry.

b) LENGTH OF MEMBERSHIPTABLE NO.5.3LENGTH OF MEMBERSHIP

<u>Sr.No.</u>	<u>Years</u>	<u>CITU</u>	<u>INTUC</u>	<u>Total</u>
1	20 Years and Above	14(10)	27(11.30)	41(11)
2	11 to 20 Years	44(31.43)	85(35.56)	129(34)
3	Up to 10 Years	82(58.57)	127(53.14)	209(55)
4	Aggregate	140(100)	239(100)	379(100)

1. The proportion of workers whose length of membership is of 20 years or more is just 11%. only. In CITU this proportion is 10% while in INTUC whose length of membership is more than 20 years, it is 11%. The members are more 11.30% in INTUC than in CITU 10%.
2. Those who are members for the period between 11 to 20 years form 34% of the total membership, (sample). In CITU they are 31.43% of the sample while, in the INTUC they are 35.56% of the sample thus longer membership is found more in INTUC than in CITU.
3. Members with 10 year duration are 55% of the total sample, In this case in CITU 58.57% of the sample members and 53.14% in INTUC, have membership of the less than 10 years. So lower proportion of workers with less than 10 year period is found in INTUC.

4. The membership of both the unions is continuously increasing since 1965. The increase of membership of CITU has been three times during 1970 to 1979. Compared to that in 1965 to 1969 and has been six times during 1980 to 1989 because CITU was formed in 1967. Since 1968 CITU has been demanding, the minimum wage and hence there has been increasing membership. In 1984 the state Govt. has declared minimum wage. The workers were ensured of their safety to join unions and hence they joined. The number has increased also as a consequence of increase of powerlooms.
- 5 INTUC membership has increased $3\frac{1}{2}$ times during the 1970 to 1979 compared to that in 1965 to 69 and more than 5 times during 1980 to 1989. This has been due to establishment of affilited unions i.e. Rashtriya processing Kamagar Sanghatana in 1968 Rashtriya Soot Kamagar Sanghatana in 1977 and sizing and warping kamagar Sanghatana in 1980.

c) MEMBERSHIP BY CHANGING THE EARLIER UNION :

TABLE NO.5.4

MEMBERSHIP BY CHANGING THE EARLIER UNION

Sr.No.	Union Change	CITU	INTUC	TOTAL
1.	No of workers who changed unions	36(26)	75(32)	111(29)
2	No of workers who did not change unions	104(74)	164(68)	268(71)
3	Total	140(100)	239(100)	379(100)

1. 29% members out of total membership have changed their union while 71% members have not changed their union. The percentage of the members who change their union is more than one fourth.
- 2 36 members out of 140 members of CITU have come from INTUC while 75 members out of 239 members of INTUC have come from CITU, The percentage of the members who change their union is more in INTUC (32%) than in CITU (26%).
3. 36 members have joined CITU while 75 members have joined INTUC. They have changed their unions due to different reasons. The analysis of this change is given in Table No. 5.5.
- 4 The percentage of the members who do not change their unions is 74% in CITU while it is 68% in INTUC.

d) CAUSES FOR THE CHANGE OF EARLIER UNION BY SAMPLE WORKERS

TABLE NO.5.5

Sr.No.	Causes	CITU	INTUC	TOTAL
1	Disagreement with principle	7(19)	21(28)	28(25)
2	Bad Leadership	10(28)	-	10(9)
3	Compelled to resign by the union	-	-	-
4	Improper working methods of the Union	19(53)	-	19(17)
5	Change of Industry	-	54(72)	54(48)
Total		36(100)	75(100)	111(100)

1. Of the 111 members who had left the earlier union, 54 did it on the ground of change of Industry; while 28 did not owing to disagreement with the principles of the earlier union. 19 members left the earlier union due to bad methods of working of that union and 19(9%) workers left earlier union to bad leadership.
2. 75 sample workers joined INTUC by leaving earlier union of this, 72% did on the basis of change in industry and 28% did because of disagreement with the principles of earlier union
3. 36 sample workers of CITU came from other Unions of this 53% did it due to improper methods of working of earlier Union while 28% did it because of bad leadership and 19% due to disagreement with the principles of earlier union.

TABLE NO.5.6e) AIM TO JOIN THE UNION

Sr.No.	Aim	CITU	INTUC	Total
1	Service security	9 (6)	78(33)	87(23)
2	Economic benefit	114 (81)	158(66)	272(72)
3	Sicial benefit	17(12)	53(22)	70(18)

 Note : INTUC work-ers have given more than one answer so percentage exceeds 100

1. 72% sample members out of total sample members join the union with the purpose of getting monetary benefit, while 18% members join the union with the purpose of social benefits 23% members join the union with the purpose of service security.
2. Those who have aim of service security are more in INTUC than in CITU in INTUC, the percentage is 33 while in CITU it is 6.
3. Those who aim at economic benefit are more in CITU than in INTUC, In CITU it is 81% while in INTUC than proportion is 66%.
4. Those who aim at social benefits are more in INTUC than in CITU. In INTUC it is 22% while In CITU 12%.
5. In both the trade unions the labourers give preference to the economic benefits
- f) ATTENDANCE OF THE MEETINGS OF THE SAMPLE WORKERS (ANNUAL)

TABLE NO.5.7ATTENDANCE OF THE MEETINGS OF THE SAMPLE WORKERS (ANNUAL)

Sr.No.	Annual Meetings	CITU	INTUC	TOTAL
1	Members who did not attend meeting	38(27)	90(38)	128(34)
2	Members who attended meetings	102(73)	149(62)	251(66)
3	Total	140(100)	239(100)	379(100)

1. The members who attended the annual meeting of the organisation were 251 and formed 66% of the total sample. Thus fairly large majority of the workers attended the meetings. Those who did not attend the annual meeting, were 128 and formed 34% of the sample.
- 2 In CITU as large as 73% of workers attending the annual meeting compared by 62% of the workers in INTUC. It is the impression that in CITU i.e. Lal Bavata Workers feel more true to speak at the meetings.

g) PROPORTION OF MEMBERS SPEAKING IN ANNUAL GENERAL MEETINGS.

In CITU 12 members out of 140 sample workers spoke on various problems in the meetings. Their percentage is 9% in INTUC out of the sample of the 239 members just 7 members or 3% spoke on their problems in the annual meetings.

The classification of members of CITU and INTUC speaking in general meeting with classification of issues is given below in Table No.5.8.

TABLE NO.5.8

Sr.No.	Issaes	CITU	INTUC
1	Economic benefit	4(33.33)	2(29)
2	Social benefit	1(8.33)	2(29)
3	Political benefit	1(8.33)	1(14)
4	Minimum wages	3(25)	1(14)
5	Govt's. Anti labour Policy	3(25)	1(14)

1. Out of the 12 members (sample) of CITU who participated in annual meetings. 7, raised issues relating to economic benefit and minimum wages.
2. Those members who spoke at annual meetings of INTUC disagreed economic and social benefits, than other issues.
3. The percentage of members speaking on issues of minimum wages and govt's anti labour policy is more in CITU than in INTUC. This is because of the fact that the employers have not yet implemented the minimum wages laid down by the state govt.
4. Members of INTUC speak more on economic and social benefits. This is because these unions are working in copporative spinning mills sector, organised sector, and hence they expect only economic and social benefits.

h) OPINION ABOUT LEADERSHIPTABLE NO.5.9OPINION ABOUT LEADERSHIP

<u>Sr.No.</u>	<u>Opinion</u>	<u>CITU</u>	<u>INTUC</u>	<u>Total</u>
1	Welfare of worker	128(91)	185(77)	313(83)
2	Employer oriented	-	-	-
3	Increasing self political power	12(9)	75(31)	87(23)

NOTE : INTUC members have given a surplus answers so the percentage of INTUC exceeds 100.

- 83% members out of total members (sample opine that the leader is workers' welfare oriented, while 23% opine that the leader creates his own political strength.
- Maximum members of CITU i.e. 91% feel that their leader is a true worker who works for the welfare of the workers. In INTUC, that percentage is 77. Hence we can conclude that the leadership of CITU IS more idealistic and welfare oriented than that of INTUC. because the CITU's leadership is always well aware on the issue of the workers problem. The union is constantly fighting for the workers problem by adopting the ways of strike, bandh and morcha from time to time. The INTUC leadership follows the Gandhian way of agitation so the workers problems are not solved immediately.

- 3) Opinion that the leader creates his own political power is expressed by 9% of CITU and 31% INTUC. From this conclusion can be drawn that the leadership of INTUC is more selfish. It creates its own political power. Because the leadership of INTUC is more active in the politics so they do not oppose to the anti labour policy of the government and do not oppose to employee.
- 1) LABOURERS PROBLEMS AND MEMBERS OPINION ISSUES :

TABLE NO.5.10LABOURERS PROBLEMS AND MEMBERS OPINION ISSUES

Sr.No.	Labourers Problem	CITU	INTUC	TOTAL
1	Increment	120(86)	54(23)	174(46)
2	Bonus	124(89)	40(17)	164(43)
3	Holiday pay	135(96)	43(18)	178(47)
4	Minimum wage	135(96)	40(17)	175(46)
5	Lock out	123(82)	-	123(32)
6	Govt's anti labour policy	135(96)	-	135(36)
7	Employer employee relations	24(17)	60(25)	84(22)

Note : CITU members have given surplus answers so the percentage of CITU exceeds 100 while INTUC members have given less answers so the number of members varies.

1. According to 47% members and 46% members out of total members the union gives more importance to the issue of holiday pay and increment and minimum wage same. While according to 22% members the union gives more importance to employer employee relations.

2. According to 43% members and 32% members out of total members the unions give importance to the issue of bonus and lock outs.
3. According to 36% members out of total members the unions give importance to the issue of govt. anti labour policy.
4. The CITU union members give preference to problems like holiday pay minimum wages. Govt's anti labourer policy in finalising members problems. These three questions equal in percentage i.e. 96%. This is because the Govt. has declared minimum wage in 1984. but till today, the employers have not implemented the same.
5. The INTUC union members give preference to employer employee relations. This is evident from 25 percentage opinions in favour of this.
6. The members of CITU are more aggressive than those of INTUC on the issue of rise in pay. This is evident from the 85 percentage of CITU members as against 23 percent of INTUC.
7. Similarly members of CITU are more aggressive than those of INTUC on the issues of holiday pay and minimum wages. This percentage is 96 and 96 respectively. Opinions of CITU members are in favour of both while in INTUC, this percentage is 18 and 17 respectively.
8. CITU members are aggressive on the demands of bonus. In CITU this percentage is 86 while in INTUC it is 17%.

- 9 The INTUC unions do not handle problems arising out of Govt's anti labour policy and the lock outs. The CITU undertakes these problems. This was told by 82 percent and 96 percent of sample members of CITU.
- 10 CITU members give less importance to employer employees relations. In CITU their percentage is 17 and in INTUC it is 25.
- 11 The problems or increase in pay and minimum wages are discussed more by CITU members than by INTUC members (CITU is struggling since 1968 for minimum wage. In 1984 , the state Govt. has declared the minimum wage, made it applicable to the powerloom workers. But the powerloom owners have not yet implemented the minimum wages. The workers are paid on piece rate basis till today.
- 12 The CITU members lay more stress on bonus demands. Because 75% workers are deprived of bonus. It is given to members in INTUC unions working on organised sector. It is not given to workers in private sector. Where it is given it is very low.
- 13 The CITU lays more stress also on holiday pay because it is not given to those working in powerloom sector except those working in organised mill sector, the condition of INTUC members in private sector regarding problem is not different.

J) INDUSTRIAL DISPUTES AND WAYS OF SOLVING THEM :

The Trade unions adopt ways like indefinite, one day strike , morcha, Gherao Dharane, Satyagraha etc. to solve the problems like lock out and other,s during such period with a view to avoid struggle the unions (CITU AND INTUC) adopt the following ways.

TABLE NO.5.11

<u>SAMPLE MEMBERS VIEWS ON SOLVING DISPUTES</u>				
<u>Sr.No.</u>	<u>Views</u>	<u>CITU</u>	<u>INTUC</u>	<u>TOTAL</u>
1.	Collective Bargaining	42(30)	27(11)	69(18)
2.	Compromise	47(34)	54(23)	101(27)
3	Mediation	10(7)	47(20)	57(15)
4	Joint Management committees	-	4(02)	4(1)
5	Labour Tribunals	41(29)	24(10)	65(17)

NOTE : INTUC members have given less answers, so the number of members varies.

1. According to 27% out of total members the union adopts the role of compromise for settling industrial disputes, while according to 1% members union settles disputes with the help of joint management committee.
2. 18% workers prefer collective bargaining 15% workers prefer mediation while 17% workers prefer labour tribunals, in total membership.

- 3 The members of the unions under CITU adopt the method of collective bargaining more than those of INTUC, to solve disputes in CITU this percentage is 30, while in INTUC it is 11%.
4. According to 29% and 10% of CITU and INTUC members the unions adopt the role of labour tribunals for settling industrial disputes.
5. 34% workers in CITU prefer, compromise while in INTUC 23% accept this method. Labour tribunals are preferred by 29% workers, in CITU while only 10% accept this for solving problems 20% of INTUC workers prefer mediation while only 7% workers in CITU prefer this.
- 6 Only INTUC unions adopt the method of joint management committees. Their percentage is 2. This is because representatives of both employers and workers do understand mutual problems and hence can seek earlier solutions.
- k) LOCK OUT BY EMPLOYERS AND THE MAN DAYS LOST :
- I) CITU :

There was a long lock out lasting 27 days to protest the declaration of minimum wages, in the year 1984. At this time, the membership of CITU was 5400 and labour days lost this time 145000. In 1985 when the central Govt. declared a new textile policy which was covering some new and basic changes in place

of old classification into handloom, powerloom and mill sector, only two classes. i.e. weaving and processing were made. As the powerloom owners were unable to complete with mill owners, the powerloom owners had declared lockout to protest against the policy decision of the central Govt. This lock out was in 1986 and lasted for 22 days. The membership of CITU this time members lost their 132000 labour days. In all 277800 labour days have been lost due to lockout.

II) INTUC :

Members of Deccan Girani Kamagar Sanghatana (Powerloom sector) have lost 27 days of work in lock out of 1984, 1100 members suffered from this and in all 29700 labour days were lost. In the lockout of 1986 which lasted 22 days, 20900 labour days of 950 workers members were lost. In all 50600 labour days are lost.

There was a lock out of 87 days as a result of difference of opinions among Board of Directors. (Kolhapur Zilla Shetakari Vinakari Shakari Soot Girani Ichalkaranji) As a result 2724 members have lost 236988 labour days in 1988. In 1980 employers in sizing and warping industry had declared 5 days lockout to protest against demands of bonus, increment and hours of work etc. This time 1400 workers have lost 70000 labour days.

As a result of these three lock outs the members in these 3 INTUC unions in all lost 357588 labour days, while labour days

lost by the members of both CITU and INTUC is 635388.

1. STRIKES, MORCHA AND LABOUR DAYS LOST :

I) CITU :

Lal Bavata General Kamagar Sanghatana in powerloom sector has been making agitations against state Govt. and also against employers on the issues of bonus, increment, holiday pay etc. In 1968, CITU Members made a strike lasting 22 days. In this strike 1300 members lost 28600 labour days. In 1971, 44800 labour day in 28 days strike by 1600 members in 1978, 62700 labour days in 19 days strike by 3300 members. In 1984, 176000 labour days in 32 days strike by 5500 members. In 1986, 93000 labour days in 15 days strike by 6200 members. So in all CITU members have lost 405100 labour days.

II) INTUC :

The Deccan Girani Kamagar Sanghatana (Powerloom Sector) which is affiliated to INTUC, has not participated in any strikes so far called by CITU. But it has seconded the strikes by CITU indirectly. There was a one day strike in 1975 for the implementation of kale committee recommendation. This time 750 members (Soot Girani Kamagar Sanghatana) had lost 750 labour days. In 1980 sizing and warping Kamagar Sanghatana Called a days strike for bonus and increment, when 1400 members lost 15400 labour days. In the 14 days strike of 1986 , 1800 members lost 25200 labour days. In all 41350 labour days are lost due to strikes.

As a result of strike members of CITU have lost 405100 labour days while members of INTUC have lost 41350 labour days.

II) BENEFITS TO THE WORKERS

A) ECONOMIC BENEFITS :

a) INCREMENT :

How many times these unions have been able to provide increment to their members is made clear in the following Table

TABLE NO.5.12

INCREMENT RECEIVED BY SAMPLES LABOURERS

<u>Sr.No.</u>	<u>No. of times</u>	<u>CITU</u>	<u>INTUC</u>	<u>Total</u>
1.	4	18(13)	32(13)	50(13)
2	3	35(25)	83(35)	118(31)
3	2	87(62)	124(52)	211(56)
<hr/>				
Total		140(100)	239(100)	379(100)

1. Respectively 18 and 32 members of CITU and INTUC have got 4 times increment, These 50(13%) persons have been members since 1965 to 1969. 13 percentage each of members of CITU and INTUC have got 4 times increments.
- 2 25% members of CITU and 35% members of INTUC have got 3 increments. The proportion is larger in INTUC 31% of the total sample members who are members since 1970 to 1977 got three increments.
- 3 56% of the total sample members have got two increments. 52% members of CITU and 52% members of INTUC got 2 increment . Here proportion of INTUC is less than CITU.

TRADE UNIONS AND THE ACTUAL INCREMENTS OF PAY :

1) CITU :

Lal Bavata General Kamagar Sanghatana working in powerloom industry has been struggling since 1967 for its members. Before 1968 the wage was given according to piece rate system, After the establishment of union. It was the first demand of the union to get basic pay of Rs. 175 and D.A. as per index. It persistently made agitations to Govt. and after consideration of these agitations, the Govt. declared a basic pay of Rs. 140 in 1970. The union was not satisfied with Rs. 140 and hence continued its struggle. Then the Govt. declared a basic pay of Rs. 150. When the Govt. firstly declared the basic pay, it had promised that the wages should be revised after the interval of each 5 years. But the promise was not kept by the Govt. in 1975-76. In 1978 Govt. declared basic pay of Rs. 165. but then the union had demanded basic pay of Rs. 250.

In 1981, A.R.Antule the chief minister of Maharashtra set up a minimum wage rate committee which submitted its report in 1983-84. In the report the committee had recommended that there should be a minimum wage upto Rs. 652.(250 basic pay+ 402 D.A.) and the shift of the work should be of 8 hours. As the powerloom owners did not agree with this, the issue was taken to the court. The Bombay Highcourt issued order upholding the recommendations of the committee. Today hardly 2 to 3 percent employers i.e.

powerloom owners give Rs. 939 as a minimum wage, including basic pay 250 but it is on the piece rate wage basis(viz.) 52 pic 33 paise, 56 pic 36 paise. The minimum wage of Rs. 652 was declared in 1984. As per the index number of the time but today the same minimum wage has been increased upto Rs. 939 as per present index number.

ii) INTUC :

The sizing and warping Kamagar Sanghatana established in 1980 had demanded basic pay and dearness allowance. In the first instance an agreement was made between union and employers to fix basic pay at Rs. 140 and D.A. But the employers did not act accordingly and gave wage of 50 paise per 1000 meters of cloth, some exceptional employers did pay minimum basic pay of 140 and 75% D.A. index (Solapur).

After 1982 this union demanded basic pay of Rs. 250 and D.A. in fact, this demand was accepted by employers in 1988. Where the workers are not given basic pay, they are paid 68 paise per 1000 meters of cloth. In 1986, this wage was 64 paise per 1000 meters. An average worker in sizing and warping industry gets an average pay of Rs. 847 sizing and warping kamagar Sanghatana has got increased D.A. at 10% twice.

In processing industry, there are workers working in centring, calendring, bleaching, boiler, folding, packing and stamping unit etc. since 1970 Rashtriya processing kamagar Sanghatana

(INTUC) has got increased the pays of its members twice. The basic pay has increased at Rs. 5 per year. In processing industry average workers gets average basic pay of Rs. 147. In cooperative processes 80% to 95% of solapur Index is given as D.A. in spite of this processing workers get Rs. 50 p.m. as shared power Award. In 1985 an agreement has been made effecting an increase in basic pay of Rs. 35 p.m. In private processing industries D.A. as per Solapur Index is given at 65 percentage to 75 percentage. At present an average workers gets average pay of Rs. 1020. In cooperative processing and Rs. 917 in private processing industry.

Deccan Girani Kamagar Sanghatana, Soot Girani Kamagar Sanghatana and Rashtriya Soot Kamagar Sanghatana are working in 3 Spinning Mills. The units are blowroom, carding, comber, ringframe, doubling, winding, packing, mercerising, dropper etc.

The average basic pay of members working in the spinning mills is Rs. 274. The Deccan Girani Kamagar Sanghatana has got 4 times D.A. increases. In Soot Girani Kamagar Sanghatana thrice, in Rashtriya Soot Kamagar Sanghatana twice D.A. increases by making agreements with their employers. The increase in D.A. as per Solapur Index has been 44%, 55%, 65% and 75%. In spite of this shared Power Award and recommendations of Kale committee have also increased the pay. The unions' efforts have been a cause to this. The D.A. given in 1974-75 was 55% in 1977-78,

it was 65% and at present it is 75% The present average pay is Rs. 1122.

B) BONUS :

The members agreed that they get bonus due to the unions' efforts 38 members out of 140 (i.e. 27%) of CITU accepted this Out of 239 members of INTUC 187 members accepted similar bonus benefit, their percentage being 88. The actual bonus earnings of both unions members are as stated in the following Table.

TABLE NO.5.13

BONUS

Sr.No.	Bonus (in %)	CITU	INTUC	TOTAL
1	10	18(13)	12 (8)	30(8)
2	11	20(14)	8(3)	28(7)
3	12	-	48(20)	48(13)
4	13	-	36(15)	36(9)
5	14	-	38(16)	38(10)
6	15	-	8(3)	8(2)
7	16	-	32(13)	32(8)
8	17	-	-	-
9	18	-	57(24)	57(15)
10 Annual Bonus (gifts) Rs. 60 to 100		102(73)	-	102(30)
Total		140(100)	239(100)	379(100)

Note : The figures in the brackets indicate percentage.

1. Among 379 members, members getting bonus up to 10 percent are 8 percent members. In CITU this percentage is 13, and in INTUC it is 5. Here INTUC is below CITU.
2. The total members getting 11% bonus are 28(7%) members. Three percent in INTUC and 14 percent in CITU get the bonus.
3. Members getting average bonus of 10% and 11% from CITU, are more than those of INTUC.
4. None of the members of CITU got bonus between 12% and 18% while INTUC members did get it.
5. The CITU members (102) alone got annual bonus gift between Rs. 60 to 100 per year, while none of the INTUC member got it.

C) PRODUCTIVITY :

The union does efforts to avail of the following facilities to members with a view to increase their productivity. The answers by members in this respect are analysed in the following Table.

TABLE NO.5.14

WAYS TO IMPROVE PRODUCTIVITY

Sr.No.	Ways to increase the productivity	CITU	INTUC	Total
1	Reduced hours of work	124(89)	28(12)	152(40)
2	Improment in working conditions	96(69)	157(65)	253(77)
3	Training Class	-	187(78)	187(49)

& -----

NOTE : CITU and INTUC workers have given more than one answer
so percentage exceeds. 100,

1. According to 77% members out of total members the unions try to bring about improvement in the working conditions to increase the productivity of the workers while according to 40% members, the unions try to less the working hours.
2. The unions organise training classes to increase productivity 49% members out of sample members have taken advantage of their classes.
3. The CITU is more rigorous in demanding reduced hours of work for increasing efficiency. This is evident by 89% opinions expressed in favour of this opinion. In INTUC the same proportion is 12%. This is because the members of CITU are more than those of INTUC workers in powerloom industry who are required to work 12 hours' or 10 hours' shifts. In spinning mills and processes, the employers have already implemented 8 hours' shifts. In sizing and warping industry, there is no 8 hours shifts.
4. Installation of new machinery in place of old one's improving working conditions are also the unions' objectives, majority (69%) of CITU members have accepted this. In INTUC 66% members opinions the percentage of members in CITU is more in comparison with INTUC. In powerloom industry such facilities are limited and the working conditions are not fair. Hence with a view to ensure members welfare CITU is more vigilant than INTUC. The Board of Directors of Spinning Mills are always alert on this problem. In INTUC 66% members are mainly from processing and sizing industries.

5. The CITU does not run workers training classes, but INTUC provides this facility majority of INTUC members 78% of INTUC have expressed this opinion. Working on powerlooms does not require specialised skill, but working in spinning mill, processing, and sizing industries requires training. In practice, 187 members have participated in training. This percentage is 78.

B) SOCIAL BENEFITS :

Both the unions are attempting to ensure social benefits as complimentary to the economic benefits. The comparative study is based on the consideration of opinions of the members of both the unions, the following table shows the percentage of social benefits to the members of CITU and INTUC.

TABLE NO.5.15

a) <u>TYPE OF SOCIAL BENEFITS</u>				
<u>Sr.No.</u>	<u>Social benefit</u>	<u>CITU</u>	<u>INTUC</u>	<u>TOTAL</u>
1	Preventing addictions	18(13)	86(36)	104(27)
2	National Integrity	38(27)	77(32)	115(30)
3	Health facilities	12(09)	48(20)	60(16)
4	Cultural activities			
	1) Library	108(77)	184(77)	292(77)
	ii) Entertainment	-	102(43)	102(30)
	iii) Sports	-	22(9)	22(6)

NOTE : CITU and INTUC workers have given more than one answer so percentage exceeds 100.

1. The maximum percentage of the members is 77% out of the total members who take advantage not only of social benefits but also of cultural activities while the percentage of those members who take advantage of sports unit is minimum i.e.6%.
2. Along with the social benefits that the members get from the union., according to 27% members the unions try to liberate their members from the addictions. While 30% members are of the opinion that the unions try to create national integration and unity. 16% members out of the total members have taken the advantage of health camp.
3. The CITU arranges workers' rallies for preventing addiction. In CITU 13% members obtain this benefit, while in INTUC 36% members get the same benefit. The members of CITU fall short in this respect.
4. The unions organise camps and lectures for the creation of spirit of national integrity. In CITU 27% members obtain this benefit. In INTUC the percentage is 32 in CITU it is less.
5. For providing medical and health facilities to the members and their family members, activities are arranged. In CITU 9 % members are benefitted while in INTUC 20% are benefitted The proportion of CITU members is less than that of INTUC.
6. In cultural activities, facilities like library entertainment sports etc. are arranged. Almost equal proportions of members

from both the unions take such benefits. In INTUC, members get benefit of entertainment and sports clubs. CITU does not provide these facilities.

In above 4 issues INTUC members are more benefitted because of the following reasons.

1. Powerloom industry in Ichalkaranji is a scattered industry. The workers there in have no permanent jobs. So they have to be dependent on some other jobs. All these members belong to CITU. In INTUC, worker members are employed in organised sector, they are having permanent jobs.
2. The shift of CITU members changes every week, while that of INTUC members changes every month. The members of CITU are unable to spare time for these activities.
3. The economic condition of INTUC members is sound as compared to CITU. Hence CITU cannot provide such facilities.

b) HOUSING SOCIETY AND COOPERATIVE CREDIT SOCIETY :

Rashtriya processing Kamagar Sanghatana and Soot Girani Kamagar Sanghatana, which are affiliated to INTUC have formed cooperative housing societies, Names of the societies and their membership as given below.

1. Rashtriya Processing Kamagarachi Cooperative Housing society (Shahapur) Ichalkaranji Member No. 400.
2. Rajarshi Shahu Soot Girani Kamagarachi Cooperative Housing society member No. 500.



In interviewed members, members of these societies are 12 and 25 respectively. In all there are 37 members of Housing society out of 239 totally interviewed members.

It is evident from this that there are 15.5% members in INTUC seeking housing benefits. CITU has no housing plans at present.

In sizing and warping Kamagar Sanghatana and The Deccan Girani Kamagar Sanghatana (Powerloom) sector) there is no cooperative credit society. In three unions working in spinning mills sector and in Rashtriya Processing Kamagar Sanghatana Cooperative credit societies are formed. In 239 interviewed members, there are in all 81 members who have got membership of credit society. This percentages of membership comes to 33.89. Out of these 81 members, 62 workers have obtained loans upto Rs. 5000 at 16% rate of interest, and 19 workers have got loans upto Rs. 3000. There is no plan of cooperative credit society with CITU.

c) Soot Girani Kamagar Sanghatana affiliated to INTUC, has organised five Adult Education class batches educating 150 illiterates. Among 239 interviewed members 7 members have undergone such Adult Education, There is no such Adult Education plan with CITU.

d) INTUC provides help for the children of members for their higher education. Among 239 interviewed members 22 members have benefitted by such help amounting to Rs. 1000 to 2000 CITU does

not help so.

e) LABOUR WELFARE CLUB :

In Rashtriya Soot Girani Kamagar Sanghatana and in Rashtriya processing Kamagar Sanghatana which are affiliated to INTUC, Labour welfare club has been established. This club helps the members in their sickness. An amount of Rs. 500 to 1000 is given during sickness Among 239 members 4 members have obtained this benefit. Their percentage is 1.67.

An amount of Rs. 10000 is given as relief on the accidental death of a members while he is on duty by the INTUC unions so far such relief has been provided to 3 members' nominees.

An amount of Rs. 5000 is awarded by Labour Welfare Club as pension fund when a member voluntarily retires after 10 years service. So far 17 workers have got such pension fund.

The CITU does not possess the labour welfare club. But on the occasion of strikes, lockouts etc. members collectively raise aid in the form of essential commodities from the citizens of Ichalkaranji. This aid is given to needy families out of 140 members only 10 members have received such help. This is 7.14%.

In CITU while a worker dies on duty his family members are given an amount of one days' pay as relief. So far 4 incidents have occurred and members have voluntarily helped.

Both INTUC and CITU provide such help. But there is not specific and preplanned project, with CITU as that of INTUC. Hence in the respect INTUC is influential over CITU.

c) POLITICAL BENEFITS :

The union leaders contest various political elections using the man power of their members. The majority of union members feel that there will be effective implementations of rules and laws in respect of industrial relations if these leaders are elected as member of parliament and M.L.A.S. The members' opinion in this respect are analysed in the following table.

TABLE NO.5.16

POLITICAL BENEFITS

Sr.No.	Opinions	CITU	INTUC	Total
1	Unions binding towards political party accepted	128(91)	147(62)	275(76)
2	Leaders self interest in politics	12(9)	57(24)	69(18)
3	Use of worker power in elections	140(100)	77(32)	217(57)
4	Is able to compell the Govt to change its labour policy	105(75)	83(35)	188(56)

NOTE : CITU and INTUC workers have given more than one answer so percentage exceeds 100%.

1. 76% members out of the total members agree with the commitment of the unions to political parties. Along with this, 18% members are of the opinion that the union leader tries to strengthen his political power.
2. 57% members out of the total members are of the opinions that the unions utilize the workers strength at the time of election 50% members are of the opinion that the unions oppose to the anti labour policy of the government.
- 3 Unions binding towards political party is accepted by 91% of members of CITU, while in INTUC it is 62% in CITU more members have accepted it.
- 4 The opinion that the union leader makes his personal profits in politics is accepted by percentage members of CITU 9 and 24 percent members of INTUC. In CITU, it is less.
- 5 The cent percent members of CITU feel that in political election, members' man power is used. In INTUC 32 members opinion so .
- 6 If a Government policy lacks labour welfare the Govt. will be compelled to change it by our leadership. This opinion was expressed by 75 percentage members of CITU. In INTUC, such faith is expressed by just 35 percentage members only. It is less than CITU.
- 7 Out of above mentioned 4 questions 3 questions have been answered more by CITU members than INTUC members. The INTUC₁ members have answered proportionately less. This is because

CITU is based on the Marxian thought, and it is always linked to party which is against ruling party. The CITU members have been well influenced by Marxian thought.

On the contrary INTUC is a union based on Gandhism and it is affiliated to ruling congress party. Hence the INTUC leaders are not so aggressive on the problems of workers. INTUC leaders tried to support ruling party and hence they have got less percentage in the above table.

The union leaders have been awarded the following prestigious and honourable offices on the votes and powers of workers.

TABLE NO.5.17

ADVANTAGES OF THE UNION STRENGTH TO THE UNION LEADERS AND WORKERS

Sr.No.	Office Bearer	CITU	INTUC	TOTAL
		7000	11924	18924
1	Councillor	12	14	26
2	President of Municipality	01	01	02
3	School Board Chairman	-	01	01
4	Political party secretary	03	02	05
5	Member of Legislative Assembly	02	-	02
Total		18	18	36

1. According to the total interviewed members 18 members of CITU and 18 members of INTUC have carried out their duties as office bearers, with various posts. These posts are indicated in the above table.
- 2 So far 14 councillors are elected from union leaders from INTUC and 12 councillors are elected from CITU members in Ichalkaranji Municipality.
- 3 There has been president of Ichalkaranji Municipality of each party one time each.
- 4 An INTUC union leader is at present school Board Chairman
5. Members of CITU have been appointed thrice as secretary of Marxian communist party.
- 6 There has been M.L.A.S twice from Ichalkaranji of Marxian communist party.
- 7 Here the CITU is at par with INTUC in view of the elections and politics, CITU has sent its representative twice in the legislative Assembly. This has been much beneficial to CITU and it is victory of Marxian thought.