

CHAPTER - VICONCLUSIONS AND SUGGESTIONS6.1 CONCLUSIONS :

1. Late Mr. Ghorpade The ruler of the Ichalkaranji Princely state encouraged persons to Start handlooms. In the later periods the handlooms were replaced by Powerlooms. Now the handlooms have become outdated. The present powerloom industry consists of small unit mill owners.
2. It is found that the industries associated with the powerloom industry developed step by step. While the powerlooms were increasing the people in Ichalkaranjo for the first time joined together and established Deccan Cooperative Spinning Mill in 1964 and began to produce yarn. In the later period Kolhapur Zilla Soot Girani and Ichalkaranji Cooperative Spinning Mill were established. In these three spinning mills, three different unions (INTUC) of workers were established. They have played almost identical functions such as economic, social and welfare oriented.
3. The Lal Bavata General Kamagar Sanghatana (CITU) under the leadership of Com. K.L.Malabade works as a dominant and influential workers' union. It has almost prevented the exploitation of workers by the employers. The Deccan Girani Kamagar Samittee (INTUC) which works in the same industry. has been following fairly closely Gandhian Principles of non violence. Although this

union is older than others, its membership declined within short period. On the other hand the number of the members of Lal Bavata General Kamagar Sanghatana went on increasing.

4 Lal Nishan Party was working under the leadership of Santram Patil before 1967 in processing industry. But Lal Nishan party was closed in 1967. Some of the member workers of Lal Nishan party joined together and established Rashiriya Processing Kamagar Sanghatana (INTUC) which has the large number of members received recognition as a representative union in the later period and as a result of it Lal Nishan Party declined. There is no rival union in the processing industry to this union.

5. Sizing and warping workers union (INTUC) was established in 1980. The union was successful in getting demands of the worker accepted by the employers. Increases in the pay and National holidays for the workers were obtained. There is no rival to this union in sizing and warping sector.

6 Although there are about 56000 workers working in the textile industry in Ichalkaranji, yet hardly 1/3 i.e. 18924 workers were registered as members of unions. The main reason for the non registration as members of trade unions is that most of the workers were Badali Kamagar and immigrant from neighbouring districts. For a few months in a year they work on powerloom and rest of time in farms in rural area. Thus the large number

of workers are seasonal and migratory.

7 Workers in Ichalkaranji are mainly under influence of CITU and INTUC. CITU is more efficient union mainly in powerloom sector INTUC is efficient in processing, sizing and spinning mills.

8 The proportion of the total sample members who changed the union is 29%. Among INTUC members there are 32 percent members, who left the earlier union. In CITU this percentage, is 26.

9 111 members joined CITU and INTUC by leaving the earlier unions. The cause of majority of these members changing the union unions was the nature of the industry.

10 It is found that the percentage of the total members who joined the new union to get economic benefits 72%. The proportion of members who join to get economic benefits is more than to get other benefits.

11. Among the total sample members 66% workers attended the annual meetings of the unions. The percentage of members attending annual general meetings is 73% in CITU and 62% in INTUC. It is clear from this that CITU members are more responsible than INTUC members.

12 6(32%) members out 19 members who spoke at the annual meetings of the union, plead for economic benefits. Members of CITU speaking in annual general meeting had given importance to economic benefits. Their percentage is 33.33. Among INTUC members

weightage is given to economic and social benefits. This percentage is 29 in INTUC.

13) It shows that CITU leadership is more welfare oriented than INTUC leadership. It is evident that CITU being under the influence of Marxian thought, is an aggressive union. On the other hand, INTUC follows the Gandhian way.

14) Nearly 46 to 47% of the total sample members give more importance to increase in pay, bonus, holiday pay and minimum wages. Among all other problems the INTUC members give much importance to employer employee relationship.

15) 27% of the total sample members opine in favour of settling the industrial disputes by way of compromise. CITU members favour the method of collective bargaining and compromise.

16) A sample members INTUC got bonus ranging from 10% to 18% No bonus was given to 102 sample members of CITU, The CITU has not succeeded in giving the bonus benefit to all its members.

17) According to 77% sample members the union give high priority to bring about the improvement in the working conditions so that the workers productivity increase CITU is alert about fixing of 8 hours' shifts. CITU tried to improve working condition while INTUC was pioneer in providing training to the members.

18) Of the CITU and INTUC unions working in powerloom industry INTUC was successful in giving wage to its members only in the spinning mill sector. The wages earned by the workers in powerloom industry are less than those in spinning mill and processing industry.

19) It was found that labour days lost due to lockouts were more than labourdays lost due to strikes.

20) Both the unions i.e. CITU and INTUC have been unsuccessful so far for getting the house rent allowance to their worker members.

21) 77% of the sample members take advantage of the facility of the library as social benefits. INTUC has been successful providing this facility to its members, while CITU did very little in this regard.

22) INTUC has done remarkable work in providing monetary relief during sickness when accidental death takes place. In case of CITU, there is no provision for these eventualities.

23) INTUC has been much successful in providing facilities of housing societies and cooperative credit society to its members CITU has not done anything in this field.

24) Workers did participate in political processes. Some of them were elected to local and state bodies i.e. two members of CITU are sent as MLAs so far.

25) Economic, social and political benefits are given more by INTUC than CITU to its members.

6.2 SUGGESTIONS :

1. The trade unions in Ichalkaranji are under the influence of different central level unions and these central level unions are CITU and INTUC. As a result of this the trade unions at

Ichalkaranji have the trade unions at Ichalkaranji have been split into two different streams. To strengthen unionism and the bargaining power of the union it is necessary that there should be only one union in one industry.

2. Of the collected subscription from the members 85 to 90 percent is spent on the management of the union so very little left for basically very little collected by way of union fees. It is suggested that fee should be increased and that higher proportions of the fee are spent on welfare activities of the workers.

3 Membership should be increased by enlisting the workers who are particularly working in textile. Both CITU and INTUC ensure limited job security to their members, they should work towards giving permanent jobs by compelling the employers.

4. The trade union should be kept free from politics. The union should consider the personal difficulties of members, their grievances, etc. The union leaders should work for the well being of the members.

5 It is wrong to lose more time in making discussions and compromises for settlement of disputes. with the employers, Each worker expects early settlement of disputes. The union leaders in such a time should act immediately, make positive discussion and seek the solutions to problems and gain the confidence of the members.

6 There is no cent percent attendance in both the unions at annual general meetings. The members should know about the working methods of union, conducting of general meetings etc. to create awareness among members.

7 INTUC and CITU work independently for overcoming the labour problems. This in effect increases the power of employers. These unions should jointly work so that employers are promised in solving labour disputes.

8 Particularly in CITU it is necessary that to the benefit of members it should arrange health camps. adult education classes cultural activities etc. and organise society for their workers.

9 In powerloom industry new machines called Automatic power looms are being installed. For operating these machines workers should receive special training.

10 INTUC have provided housing facilities to members by forming housing cooperative societies, but it very very meagre. Attempt should be made to increase this facility.

11. Ichalkaranji is an industrial as well as trading centre. The workers should get reasonable minimum wages, D.A. to meet their daily requirements. The Unions should jointly work towards this aim.