CHAPTER : 1 :

'INTRODUCTION AND RESEARCH METHODOLOGY '

1. 1. INTRODUCTION :

1. 2. RESEARCH METHODOLOGY :

Introduction and Research Methodology -

1.1 Introduction :

i) Location :

Kolhapur district is located between 15° to 17° North latitude and 73° to 74° East longitude. The district is bounded by Sangli district at the north, by Belgaum district of the Karnataka State at the south and East and by Ratnagiri and Sindhudurga districts at the West.

ii) Area and Population :

The area of the district is 7620 square kilometers. It constitutes 2.7 percent of the total area of the state. The district comprises of 12 tahsils. The boundary of the district has undergone change since May 1981. As per Government of Maharashtra, Revenue and forest department, G.R.No.REN.2981/ 1944 (767) M-10 dated 2-5-1981, 37 villages from Gagan Bavada tahsil have been transferred to the newly formed Sindhudurg district. Similarly since 15th August 1983, 2 villages from from chandgada tahsil have been transferred to Sindhudurg district.

The population of the district since 1951 is shown in the below Table No.1.

Table No.1.

Population of Kolhapur District.

Total	1951	1961	1971	1983
Total	13,08,060	15,96,493	20,48,049	24,57,095
Male	6,63,937	8,11,693	10,45,474	12,52,119
Female	6,44,123	7,84,800	10,02,575	12,04,976
Rural	10,84,130	12,88,718	16,07,804	18,34,958
Urban	2,23,930	3,07,775	4,40,245	6,22,137
Decadal % variation	21.97	22.05	28.28	22.38
Literacy rate	N.A.	26.30	35.37	45.49
Density of Population	158	193	254	322

Source: Economic & Social reviews of Kolhapur District, 1962-63, 1972-73, 1984-85.
N.A.-Not available.

iii) Physical setting -

The main part of the district is traversed by the Sahyadri mountains in the west. It has trown several spurs in the east of the district and in this ranges some of the points are as high as 900 metres above mean sea level. Major position of the district is 390 to 600 metres above mean sea level.

iv) Rivers:

The principal rivers of Kolhapur district are the Krishna, the Warana, the Panchganga the Doodganga, the Vedganga, the. Hiranyakeshi. The Warana river, which has fairly south

Eastern trend, serves as the boundry between Kolhapur and Sangli Districts. Its approximate length in the district is 130 Kms. The Panchganga is formed by the four trubutaries namely, the Kasari, the Kumbhi, the Tulashi, the Bhogavati the Panchagana falls into the Krishna at Narsobawadi in Shirol tahsil after convering a distance of approximately 136 Kms. in the district. The south western region of the district is drained by the Doodganga river flowing along the length of 88 Kms., in the district. The main tributary of the Doodganga is Vedganga the length of which is nearly 64 Kms. The Doodganga ultimately falls into the Krishna river at Yedur of Belgaum district of Karnataka state.

v) Forests -

The forests in Kolhapur district are confined to the Western half of the district. In the high rainfall region in the extreme west, Jambul, Hirda, Arjan, Supari, Karvi and Panshi Plant species are found while Amba (Mango) Nana, Sissum, Asan, Klambhi, Dhavada, Kinjal, Ainiba etc. are found in the moist decideous and semi evergreen region. The famous scentend wood species chandan is found in Ajara tahsil. The dry decideous type of forests are spread far and wide in small patches with species of sissum, Besides, Timber, Sandlawood , fruit trees, firewood, grass, bamboo, hirda, kaju, Bibi fruits and minor forest products such as shikekai, Oocums, honey and Waxkaranji seeds are grown in marketable quantities in these forests. The total forest area in Kolhapur district was 1,46,576 , hectares in the

year 1980-81. It was 1,45,206 in 1985-86. The percentage of the total forest area to the total area of the district was 18.73. Out of this total forest area highest percentage was in Radhanagari tahsil and lowest (0.49 %) was in Karveer Tahsil.

vi) Soil -

Kolhapur district has three broad zones, the western part is covered with lateritious soil, the central part has fertile, brownish well drained soil,while the eastern zone is covered with alluvial medium the deep black soil .

vii) Minerals -

Bauxite is the only mineral that is found in sizeable quantity.It is found in Radhanagari,Bhudargad,Chandgad and Shahuwadi tahsils, At present Bauxite mined in the district is transported as raw mineral to the Alluminium factory in Karnataka state. Gaysum is also found in small quantities in Bhudargad tahsil.

viii) Rainfall -

The rainfall is not evenly distributed in the district and it varies from place to place. Bavade in the west receives a little over 6000 m.m. rainfall while Hatkanangle in the east receives rainfall as little as 500 mm.The district gets rain from the south west as well as from south east mansoon.The main rainy season is from June to October,Agara,Chandgad,Bavada, Radhanagari and Shahuwadi tahsils come in the heavy rainfall

tract. In this tract the normal rainfall ranges from 2096 mm. in Chandgad tahsil to 6232 mm. in Bavada tahsil. Bhud-argad, Gadhinglaj and Karveer tahsils falls in inadequate rainfall tract. The remaining two tahsils viz. Hatakangangle and Shirol tahsils may be classified under poor rainfall tract. The normal rainfall in both these tahsils is less than 600 mm.

ix) Agriculture -

Agriculture is the main occupation of the majority of the population in Kolhapur district. In 1985-86 the total geographical area of the district was 7,74,933 hecteres. Out of this net area sown was 5,26,438 hectares. The area sown more than once was 11125 hectares for 1960-61 which has increased to 13645 hectares during 1979-80. As elsewhere in the state the agriculture in the district depends considerably on the vagaries of the mansoon. During 1984-85 and 1985-86 the net irrigated area was 54440 and 53597 hectares respectively. Out of this total net irrigated area 23.87 % for 1984-85 and 29.397 for 1985-86 was irrigated by well system (ground water) and remaining area by surface water. The percentage of irrigated land to the total area sown during 1984-85 and 85-86 was 13.65 % and 13.08 % respectively.

The main crops in the district area paddy, Jowar, Wheat, Groundnut, Tobacco, Sugarcane etc. The percentage of land used for some of the important crops to the total area sown in the district is shown in the Table No. 2 below.

Table No.2.

Crops	1984-85	1985-86
Paddy	26.22	25.69
Jowar	10.04	10.23
Groundnut	11.04	11.28
Sugarcane	11.39	10.97
Ragi	7.43	6.29

Source: Economic and Social Review of Kolhapur District,Govt.of Maharashtra,1984-85 and 1985-86.

x) Industry and Workers:

Industrial development particularly 1960's is taking place in Kolhapur district. Kolhapur and Ichalkaranji are two big industrial cities in the district. In Kolhapur agricultural implements, Disel Engines and their spare parts other machinary and spare parts etc. are produced. On the otherside Ichalkaranji is famous for powerloom industry. There are three big co-operative spinning Mills in Ichalkaranji. Maharashtra Industrial Development corporation has established two industrial estates one at Shiroli and other at Gokul Shirgaon. Similarly there are some industrial estates based on co-operation principle in Kolhapur, Ichalkaranji and Jaysingpur. Sugar industry is also

a big industry in Kolhapur district. There are 12 sugar factories in the district. The recovary percentage in the district is favourably comparable with any other district in the state. These factories are contributing to large share to the state's Sugar production.

Another important industry worth nothing in Kolhapur is chappal which has a large export potential. There are number of small scale manufacturing units and cottage units in the district engaged in production of Kapshi and Kolhapuri Chappals which are quite popular not only in India but in same foreign countries also.

Silver ware and silver ornaments manufactured in Hupri of Hatkanangale tahsil are known for artistic value and are exported out of district in fairly large quantity.

According to economic consus of 1980 the number of industrial units and the number of workers employed working in those units are shown in the Table No.3. below:-

Table No.3.

Number of Industrial Units and Workers in Kolhapur District.

Items	Units	Workers
1. Mining	305	882
2. Production & Reparing Services	30319	1,28,623
3. Construction	653	3,648
4. Electricity & Gas, Water	215	2,668
5. Holsale & Retail Trade	21,067	37,268
6. Lodging and Hotels	2,879	8,782
7. Transportation	1,191	3,624
8. Storage and werehousing	313	951
9. Communication	375	2,104
10. Finance, Insurance, Assets and Industrial Services.	3,097	14,281
11. Collective Social and Individual Services.	42,436	49,722
12. Others	--	--
13. All major Industrial Groups.	72,850	2,52,553

Source : Economic Census, 1980.

1.2) Ghatage-Patil Group of Industries :

Ghatage and Patil was registered as a partnership firm on November 4,1945. The war had just ended and automobiles were

being gradually released for civilian use. The political resident at Kolhapur was the authority to release vehicles for the Deccan States. Mr.Sadri I.G.P. of Kolhapur ,suggested the name of Ghatage and Patil and thus they became dealers for Dodge vehicles for the Deccan States Comprising Bhor in the North and Sandur State in the South. Latter on they took the sub-dealership of Morris Cars and Morris Commercial (Truck) for Kolhapur and the Deccan States. Dealership meant providing spare parts and service facilities. Therefore they put up a workshop for the servicing of car and trucks and opened up a show-room for stocking and selling spare parts of automobilies for which they held franchise.

With each passing year, new franchises in particular Jeeps,Scooters, Lambretta,Ferguson Tractors,Perkins Engines, alongwith improved service facilities were added. They also opened branches and appointed sub-dealers. Later on they started cycles business and a ice factory in Kolhapur. During the last 40 years, Ghatage and Patil registered a phenomenal growth. At present the Ghatage & Patil has the following concerns:-

1) Ghatage & Patil :

Poona-Benglore Road,Kolhapur Distributors for :-

Ambassador,Cars,BedFord Trucks,Jeeps,Massey-Ferguson Tractors,Scooters Lambretta, Perkins, Kamani Road Rollers, Exide Batteries, Lucas and Lucas T.V.S.Parts, Canara Springs,N.B.C. Bearings,Firestone, Goodyear,Mansfield,Dunlop and India Super Typres. Branches - Hubli,Belgum,and Sangli, Subdealers - at Bijapur and Solapur.

2) Ghatage Patil & Sons :-

Rajaram Road, Kolhapur Distributors for -

Hercules, Philips, B.S.A. Raleigh, Rugde, Humber, Robinhood and Hind Cycle, Dexion Slotted Angles, Allwyn Refrigerators, Firestone, Foam Rubber, Mattresses.

3) HEM-KIRAN DIESELS -

Rajaram Road, Kolhapur,

Distributors for fuel Injection and Electrical Equipment of MICO lincence. BOSCH, manufactured by Motor Industries Co. Ltd.

4) PERAL ICE FACTORY -

Rajaram Road, Kolhapur

Ice making.

5) GHATAGE AND PATIL (TRANSPORTS) PRIVATE LIMITED:

Head Office - Poona Benglore Road, Kolhapur.

Regional Offices : Bombay, Dhulia and Banglore.

Freight Carriers and Carriage of contracted passangers.

6) GHATAGE PATIL INDUSTRIES PRIVATE LIMITED:

Unchgaon, Dist: Kolhapur.

Grey Iron Castings, Marine Gear Boxes, Indian Clutches and power Takeoffs etc. Jobbing work, Agricultural implements. S.G. Iron castings.

7) MOHAN TRAVELS:

Poona-Benglore Road, Kolhapur.

Branches at Bombay and Manglore, Travel and Turist Agents.

8) NUTAN WAREHOUSING CO-.

Poona-Banglore Road,Kolhapur.

Warehousing.

GHATAGE PATIL INDUSTRIES PRIVATE LIMITED:

Ghatage Patil Industries Private Limited was formed in 1960.Two lathes were the first machine tools which were employed in doing job work of Mysore Kirloskar Ltd.,and Kirloskar Brothers Ltd., In 1961 a foundry to produce quality Gray castings on a job basis was put up. Later in 1969, the foundry was mechanised and its capacity raised to 1000 tonnes of grey iron castings permonth.

The company was by now mechinising the components of Kirloskar Brothers and Kirloskar Oil Engines and the spacious buildings for the foundry and machine shop were nearing completion. The company these decided to develop its own production Line, and therefore, negotiated technical colaoboration arrangements with the following foreign firms:-

Parsons Engineering Co.,Ltd. of U.K. for Marine Gear Boxes, Twin Disc Inc. of U.S.A. ,for industrial clutches and Power Take-offs. These have been in production for sometime and are now used as standard equipment by India's reputed concerns. The Company also collaborated with Dana International of U.S.A. for the production of Automobile,Power Take Offis. The compnay has also reached an agreement with Bharat Earth Movers for the manufacture and supply of complete clutches for their D-50 and D-80 tractors.

At present the company manufactures the following products:-

1. Gray Iron castings; S.G.Iron Castings.
2. Industrial cluctches and Power Take-Offs.
3. Marine Gear Boxes.
4. Clutches for Bharat Earth Movers.
5. Jobbing work.
6. Agricultural Implements like foot valves, reflex valves, pumps etc.
7. Hydraulic, Brake Assembly.
8. Electro magnetic clutches and Brakes .
9. Fluid Couplings.
10. Clutches for Earth Moving Equipments., including Hydraulic Tank Assembly.
11. Quick Drop Valve Assembly.

The recent development in GPI is the beginning of S.G. Iron castings (which is an alternative for Forging production) with the technical assistance of Mess.George Fisher Company, Switherland . At present only two companies have been given licences for the S.G.Iron Castings in India. These are the GPI and Telco. The present capacity of S.G.Iron Castings in GPI is 3,000 Metric tonnes per year. The capacity of Grey Iron castings has also been increased to 18,000 Metric tonnes a year. For this the GPI has established High-pressure moulding line which is unique in India. This is a modern plant which is used in most of the advanced countries.

The following table No.4 gives at a glance the progress made by the company during the last 25 years.

Table No.4.

Item	1960-61	1965-66	1969-70	1980-81	1985-86
1. Paidup Capital	2,93,875	5,89,000	8,50,000	95,85,000	1,91,95,000
2. Turn over	37,757	43,39,168	98,00,548	NA	NA
3. Profit/Loss	Nil	+ 57,410	Nil	+ 99,97,786 Δ	-3,17,00,000 ΔΔ
4. Wage Bill	18,079	6,13,822	24,04,502	2,78,73,990	2,49,15,089
5. Employees	30	568	1,412	NA	1,145

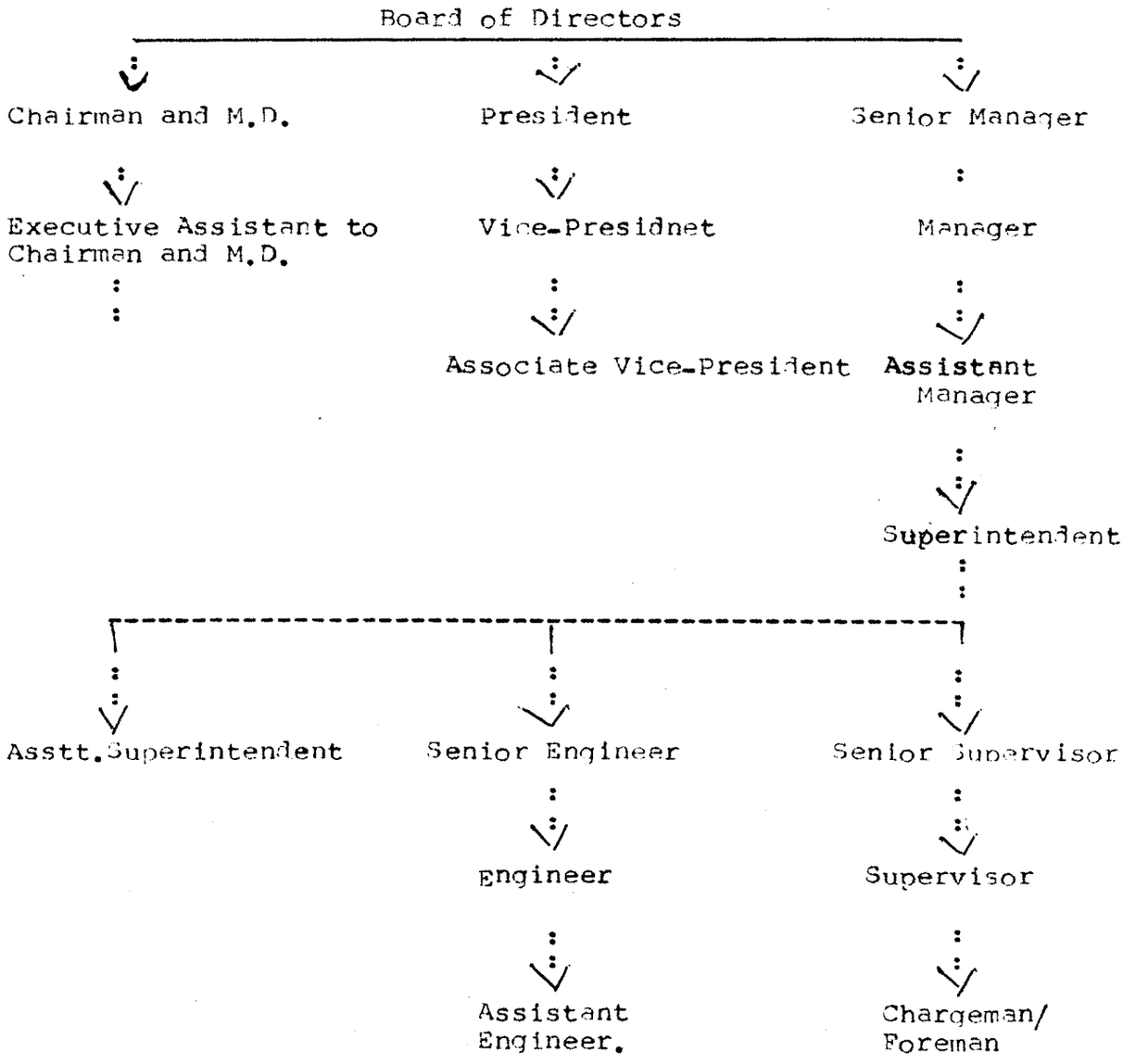
Source: Office records of the GPI.

Δ : After Keeping aside depreciation of Rs.2,23,71,861.

ΔΔ : After keeping aside depreciation of Rs.158,00,000.

The Management of GPI:

During the last 25 years the GPI registered a Fenomenal growth. It was started in 1960 with two lathes and now it is producing a number goods (as maintioned above). This phenomenal growth has been possible for GPI because of the hard working of the workers and the management. The management of GPI, at present is as below:-


Board of Directors
Chairman and M.D.
President
Senior Manager
Executive Assistant to Chairman and M.D.
Vice-Presidnet
Manager
Associate Vice-President
Assistant Manager
Superintendent
Asstt.Superintendent
Senior Engineer
Senior Supervisor
Engineer
Supervisor
Assistant Engineer.
Chargeman/ Foreman

1.2. Research Methodology:

(a) Introduction :

Periodic wage settlements through agreements has been a unique Feature of labour Management relations in the Ghatge Patil Industries Private Limited at Unchgaon Dist.Kolhapur. These wage agreements are negotiated every three years. The Kolhapur Zilla Engineering Mazdoor Sangh, a union run by Bhartiya Mazdoor Sangh, represents the demands of the workers in this enterprise. In our study the researcher aims to study and analyse these wage settlements.

(b) Objectives of the Study :

Trade unionism in Kolhapur city has grown especially after 1960's. The workers of the Ghatge Patil Industries are unionised and on the basis of their union strength they have negotiated three wage agreements in the last decade .The main objectives of the study are .

(a) Theoretical Study of Trade Unionism and Collective Bargaining.

(b) Study of the nature of Industrial Disputes.

(c) As an empirical part of the study, the in depth study and Analysis of the wage agreements in the G.P.I. is attempted.

(d) An attempt is also made to find out to what extent the wage agreements have benefitted the workers.

(c) Research Methodology:

The dissertation is essentially a library work based on secondary data. The necessary wage agreements and other related information was collected from the office of the Factory and the office of the Union. The wage-accords details were studied and then the analysis made. Tabulation of data was done from the data available in the wage accords and data made available by the Union and the Management. In addition some cross-section of the workers and union leaders were interviewed and their views were ascertained. The management officers too were interviewed and their views too were got. The response, reactions and views of the workmen and management thus obtained are incorporated in the study:-

Based on the above methodology, the study is divided into the following Chapter Scheme :-

(1) Introduction And Research Methodology.

(2) Trade Unionism And Trade Union Movement In Kolhapur.

(3) Industrial Disputes: Meaning and Causes.

(4) Methods for settlement of Industrial Disputes.

(5) Collective Bargaining.

(6) Analysis of Wage Agreements.

(7) **Conclusion and Suggestions**

(d) Limitations of the Study :

The study only attempts to analyse the three wage agreements since 1977. This is because details of the earlier wage - agreements were not readily available. Hence the

study is limited for the period 1977-1988 only. In addition only one concern of Ghatge Patil i.e. Ghatge Patil Industries Private Limited, Unchgaon, district Kolhapur, is taken for study.

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