

CHAPTER - VII

- (1) Observation
- (2) Conclusion
- (3) Suggestions

O B S E R V A T I O N :

While going thoroughly, I have found that "The Kolhapur Steel Ltd.", "Menon Pistons Private Limited" and "The Maschinen Fabrik Pilygraph Pvt. Ltd.", all the three factories having trade unions.

(1) The Kolhapur Steel Ltd. is having external trade union. All the workers have participated trade union as members of the union.

The Kolhapur Steel Ltd. is having only few facilities to the workers, such as i) canteen, ii) Toilet, iii) Rest-room. However, they have not given facilities such as i) Libraries, ii) Mutual benefit society, iii) Games and cultural programmes, iv) Educational Facilities for worker's Families.

In Fact, workers need mostly the above mentioned facilities. And I think, it is their basic environment.

(2) Menon Pistons Pvt. Ltd. - The factory is having internal trade union. They have provided i) canteen, ii) toilet, iii) Rest room. However, they have not given facilities such as i) libraries, ii) Games, iii) Cultural programmes, iv) Mutual Benefit society, v) educational facilities for workers families. They are badly in need of these facilities.

(3) Maschinen Fabrik Polygraph Ltd. -  
Maschinen Fabrik Polygraph Ltd. have internal trade union. Actually workers need all the facilities such as i) canteen

ii) rest room, iii) toilet room, iv) Housing facilities, v) Games and cultural programmes, vi) mutual benefits, vii) co-operative societies, viii) Education for children and adults, etc. However, Maschinen Fabrik Polygraph Ltd. have facilities like i) canteen, ii) toilet room, iii) rest room etc. They should provide all the facilities such as above mentioned.

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C O N C L U S I O N :

While observing the factories and the trade unions, I conclude that the factories must provide all the basic facilities such as workers quarters, Canteen, Toilets, Rest-rooms, Games, Libraries, Dispensary, Cultural Programmes, Education Facilities for workers families, Grahak Bhandar etc. I am sure if provided all such facilities as mentioned above are given to the workers, the workers will put their heart in the work and ultimately the output of the factory will be increased.

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## SUGGESTIONS :

The suggestions are based upon the collected data, observations, discussions and interviews. The following suggestions will definitely improve labour and management relations. And at the same time, the government should also go 'hand in hand' with labour to improve the relations and to create good and healthy atmosphere in the industry, by making an effective and efficient industrial relations machinery with immediate effect.

The suggestions are classified as under -

- (1) to government
- (2) to trade unions
- (3) to management

## SUGGESTIONS TO GOVERNMENT :

- 1) The present industrial relations machinery should be changed, so as to get immediate relief to the workers.
- 2) the judges should be specialist in labour laws and well trained in all aspects of industrial relations.
- 3) The disputes should be settled by the labour courts within a limit i.e. period of time say 2 or 3 months.
- 4) A national wage policy should be adopted to minimise the industrial unrest.
- 5) There should be compulsion for adoption of 'Ballot paper system' so as to recognise the majority of the trade union.

SUGGESTIONS TO TRADE UNIONS :

- 1) No trade union should be work as ' a wing' of political party.
- 2) Attempts should be taken by the management and as well as 'Trade Union, to improve the productivity of the labour.
- 3) A special training should be given to union leaders to face the problems of the workers and also of the management.
- 4) All workers within the industry should be remain as ignorant about the laws related to the workers.
- 5) Trade unions should conduct social welfare activities with keeping 'vast' interest of the society.
- 6) In every trade union office a full time, paid efficient persons should be appointed.
- 7) A detail record must be there with trade unions- it will give an idea about the activities to the members and also to the public at large.

SUGGESTIONS TO THE MANAGEMENT :

- 1) There should be two way communication between workers and management in every works organisation to get the better results.
- 2) The management should not foster the growth of rivalry in trade unions.
- 3) Management should try to settle the disputes, arising out of business activity, within the organisation and at a limited time.

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