
CHAPTER : III
RESEARCH SETTING

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The industrialism has always been associated with the unionism; and it is but the consequence of the former which has given rise and the firm establishment to the latter. The historical background displays the fact that the rise of the trade unions in India is quite parallel to the industrial developments. As the Industrial developments brought up material prosperity and modernity in the country, the trade unionism brought up a great deal of welfare and status to the masses.

There are number of trends of the trade unions in the country which have been active continuously bringing harmony in the industrial relation. And, there are number of trade unions, which have succeeded in giving substantial contribution to the socio-economic conditions of the modern civilization.

The historical significance and the studies of the works of trade unions in India have also displayed the fact that the success of the trade unions depends on its internal spirit. The leaders and the members of the trade union, their mutual relations and the faith that makes them work with a zeal to win for the working hands and struggling minds.

The trade unions of labourers must be independent, they must be free from the selfish desires which corrupt the very objectives of the union. Categorically, there are two types of unions which do not function positively: One, which are linked

directly or indirectly with some political party or political creed, and the other, which work according to the whim and selfishness of the Union leaders. The trade unions must be free from internal and the external bondages. The internal bondage means the leadership must be good and believable and the members of the union must trust solely the leadership of their union, the external bondage implies the patronization of political parties, the labour union must always revolt such external bondages.

The trade unions which work with the managements governed by public bodies have to face many difficulties and challenges. The spread of co-operative sector in the rural state of Maharashtra has created the pattern of co-operative industrial management, wherein, the nature of industrial relation is found to be of a special class.

The employee-employer relations in the co-operative sugar factory needs sociological studies, because, the entire setup of these co-operative organisation find common rural background, wherein the employer, employee and also the union leader is native of the same localities - they are quite familiar to each other. The management and the union leaders hail from the same locality, what differentiates them from one another is the economic background and hence, it is necessary to study this co-operative set-up and role of the labour union in giving their members the better economic status and welfare.

The Krishna Sahakari Sakhari Karkhana Ltd. Rethere Budruk, is selected an an example because this huge co-operative

organisation is situated in a rural area, and the employee - employer and the union leaders are the natives of the same rural locality, the social background is one and the same. However, there appears a wide gap of economic standards. The gap, as a matter of fact, between the employer and the employee. And so as to bring harmony in this type of industrial relation there is a need of the labour union which is there working for the workers. This phenomenon raises the sociological enquiries, regarding the points as below:

- i) The position of the factory and the benefits and facilities extended by it to its employees.
- ii) The role of the labour union, its efforts in meeting the demands of the workers.
- iii) And, the participation of the workers in the union activities.

The report expects thorough findings of the workers situations and problems, the involvement of the labour union, participation of the workers and its consequences.