

CHAPTER - VIII

SUGGESTIONS

The cotton textile industry is one of the main basic industries in India. Export of Textile is an important factor to earn foreign exchange and if the textile industry is to continue and to flourish then mere expansion of capital without securing the contented hands of the men that work at machines and the mean responsible to harmonise between traditional capitalists and unified and awakened labour force. May there be improved machinery to produce speedy fines varieties but it is simple axiomatic that labour also is a different version of energy or workload of the machine. Justice, social and economic has often declared in weightly judgement that not only the workman and the family must be given the wage that could supply them to secure the minimum needs of human lively-
-hood but also reserve some valued movements of leisure in which he can persue cultural activities.

The wage structure has to meet these needs and necessities fairly and squarely. The wages must not be lost in inflated prices. The policy of government and a welfare government are bound to impliment in practice the directives of the constitution sooner or later, but this later must be 'Sooner'. If a balance is not there then shocking strikes and lockouts or layoff and retrenchments or clousers of cronic sickness materialises and the field of private sector gets narrowed as the circumstances of public sector ingulps the enevitable.

It is not possible to evolve a common wage structure for the length and breadth of India.

As a student of this study, I humbly place as a record of my findings that the Indian economy needs a self controlled security of self on all hands the industrialists and entrepreneur, the workman and the Union leader, the government and the consumer.

A modest wage structure accepted without reservation seems to be a panacea at the present justice.

In Shri Shahu Chhatrapati Mills, majority (93%) of workers preferred higher wages, to other elements like security job, better working conditions, recognition of job etc. So it is suggested that the wage rates should be standardised.

DEARNESS ALLOWANCE :

Basic wage and dearness allowance are two main components of wage structure in Shri Shahu Chhatrapati Mills. In this mills the dearness allowance is linked up with the cost of living index number.

Now a days the mills is paying the dearness allowance at the rate of 75% neutralisation of Solapur working class consumer's price index according to the agreement made on 20.1.79. And in the agreement it was also agreed that all the

employees will be paid V.D.A. 0.419% per point rise over the consumer price Index No.200 (current series base 1960 - 100) but this V.D.A. is subject to the condition that it shall be payable for the revised basic wages upto Rs.750/- per month only, and the basic wages were also revised according to that agreement i.e. Rs.26/- minimum. But according to Kale Committee Award 1980 the operatives can get minimum Rs.30/-. This thirty rupees should be taken for calculation of the V.D.A.Factor. In the agreement of D.A. the year 1960 was considered as a base year but now a days the prices are increased by more than thrice. So the base year is to be changed.

Now a days, union is demanding 100% dearness allowance as per with the Bombay.

BONUS :

A worker needs encouragement and incentive to maintain and promote his interest in his work. Payment of bonus is an incentive to the workers.

Shri Shahu Chhatrapati Mills is paying bonus at a rate of 8.33% from last three years according to the bonus Act 1965. But in the Act it was stated that the payment of bonus will be made upto maximum Rs.750/-. Due to this limit all the workers could not receive the bonus equal to their wages also so the union is demanding that the mill should either remove the limit Rs.750/- or should pay two months wages as a bonus to every worker.

WAGES AND COLLECTIVE BARGAINING :

There are two trade unions which control the worker's activities in Shri Shahu Chhatrapati Mills. These trade unions have not been able to help much the workers to improve his wage structure. These unions have taken up some welfare schemes to improve social and monetary conditions of the workers. Setting up of education centres, typing centre, sewing classes for workers wives, kamagar wasahat, cooperative credit society are some of the note-worthy achievements. But sometimes these trade unions waste their efforts in capitalising the short comings of the management for their political gains. They should consider the consequence of their action on the economic well being of their members instead of looking of political gains.

Most of the workers in Shri Shahu Chhatrapati Mills, Kolhapur in the course of interviews, expressed the opinion that their leaders were helpful to them and they (80%) also strongly believed that there should be only one union in an undertaking to avoid rivalaries and consequently weak bargaining power. However, the level of members involved in the union activity was observed to be rather low and less than 50% of member attend the meetings. An analysis of income and expenditure of Shahu Mill Kamagar Sangh for the year 1984 shows that very low surplus is available to organise any new activity. So as to promote cultural, social and economic interest of its members. This suggests that the union should strive to improve its

financial condition preferably by raising the membership fees upto Rs. 2 to 3 per member.

MAN-POWER PLANNING:

It is in Mills, that the majority of the workers are semiliterate. So there should be an training programme with which may help for the increase in the capabilities of the workers. It will also help the job evaluation and performance appraisal which is very important while promoting a person. Otherwise many a times right man is not placed at right job.

This scheme is called as the ' Training within the Industry ' and has been introduced in Mafatlal Groups Industries at Bombay, since last few year.

I have given here the suggestions regarding the welfare amenities.

1. HOUSING FACILITIES:

Shahu Mill Kamagar Sangh is trying to form a Kamagar Wasahat with the help of management to accomodate all the workers. The management should provide a fixed amount of loan to built up houses to the workers through cooperative credit society of the Mills at the subsidised rate of interest. So it will become helpful to the workers to built their own houses.

2. TRANSPORT FACILITIES:

Transport facilities are not provided by the Mills. Because it is not possible and feasible to this factory to purchase the bus. But the Mills has granted loans to those workers

coming from distant areas to buy bicycle for their use.

Now a days union is demanding transport allowance to every worker up to Rs.400/- per year and should be paid for every two years upto Rs.800/-. Or Vechicle allowance Rs.30/- per month to each worker. So it is suggested that needful decision is to be taken by the Management.

3. MEDICAL FACILITIES: ✓

Well medical facilities are provided by the Mills. However, the need for opening of one more dispensary with adequate facilities was stressed by the workers.

4. EDUCATIONAL FACILITIES: ✓

The Mills is providing educational facilities to the children of workers. Further , the workers wanted the management should take interest in higher education of their, children. Shahu Mill Kamagar Sangh is wanted to start typing class to the children of workers. The Mill should make arrangement of adult education to workers.

5. ACTING ALLOWANCE: ✓

The Mill is providing acting allowance to the clerical staff and MSTC Officers only. In the interview all the workers were stressed on acting allowance.

6. ATTENDANCE BONUS: ✓

The Mills is not providing attendance bonus to workers but to create interest in their job the Mills should provide attendance bonus as an incentive to the workers.

7. COLD WATER ARRANGEMENT:

The Mills has made cold water arrangement in the Mills, but this arrangement is not so good. It is suggested that water coolers are to be set up in all departments and offices of the Mill.

8. CANTEEN FACILITIES:

A good Canteen should be in every industry, when the workers come to the canteen they want relax. They want to wipe out the strain of the work. In canteen the main problem is of cleanliness for that the rules should be made strict by the management. Sufficient light should be there.

The Meals are not provided to the workers. Workers should be provided by a quality and subsidised meals.

Now a days the canteen is run in loss so it is not possible to the Mills to improve the canteen facilities.

9. REST ROOMS:

The Mills should make rest-room arrangement for male and female workers separately.

10. CO-OPERATIVE CREDIT SOCIETY:

This is the main source from where the workers get loans. So adequate and simple method should be adopted to give more loans to the workers. The workers are to be provided by some equipments like furniture, vechicles and other essential things

for their life at a low rate of interest. ✓

The society should provide loans for housing to the workers at a subsidised rate of interest. It is suggested that the management should take interest among this.

11. SHAHU MILL PATRIKA: ✓

This patrika helps the workers to know the current happenings in the Mills and also the production as well as the suggestions and precautions to be taken with a new machine. But they should be informed through this patrika about ' Gunawant Kamagar Spardha ', interfactory sports competitions, productivity in other mills, efficiencies and also future changes in the production to be made.