

CHAPTER - IV

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TRADE UNIONS IN KOLHAPUR DIVISION

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A) VIEWS OF LATE CHH.SHAHU MAHARAJ ABOUT

THE ORGANISATION OF WORKERS :

Chh.Shahu Maharaj (1874-1922) - was a prince under the paramount power of the British empire. He was an ideal prince having rational thinking. He believed in justice, liberty, equality and fraternity among all classes of the people in the country. He recognised education as a boon for social and political change. With this view he started compulsory primary education in his province. He opened separate boardings for the students of each caste. He believed that unless the people in India, men and women, were educated, India could never be free united and strong.

By establishing Shahu Mill in Shahupuri and Sugar Mill at Kasaba Bawda Chh.Shahu Maharaj made a humble beginning of industrial development of Kolhapur. Number of employment opportunities were made available for the peoples from various castes.

He constructed Laxmibai Dam near Dajipur and Radhanagari Dam at Radhanagari mainly for agricultural development. He established a Trade Centre at Shahupuri. He put his efforts in sports activities also. Thus, he had done everything for making Kolhapur a great centre of industry, agriculture, sport, music, art as well as modern education.

Chh.Shahu Maharaj was the first 'Royal person' who came forward to create an awareness in the minds of the workers and

labourers for the preservation of their rights and strengthen their powers by uniting themselves. Chh. Shahu Maharaj had got a sympathetic view towards the working class of the society.

So far as his views towards the industrial worker is concerned a sufficient record is not available, but here are some of the speeches delivered by Chh. Shahu Maharaj from time to time, on different occasions with which we get an idea.

Chh. Shahu Maharaj had delivered a speech on 20th November, 1918 at Bombay, on the occasion of a large meeting of the workers.

"Bombay is well known city for industry, trade and commerce. Nowadays there is an understanding that business can be run successfully and smoothly only on the basis of money or capital from capitalist and managerial skill from the industrialist. In western countries there are mainly two classes of society viz. capitalist and working class. The capitalist get ruling on the other class. There is a necessity to organise working class. In European countries much more importance is generally given to the organisation of workers and a representation is also given to them on parliament, and they are protecting the interest of their class."

"A person may be industrial or agricultural worker, it is a need, to think over, by both of them, to protect the right and of the other backward class in our country."

"Here in our country, we have to struggle for our rights and we have to fight to get it ... "

From the above abstract of the speech, it seems that Chh. Shahu Maharaj was a only royal revolutionary who wanted to change a traditional pattern of society. As a worker is a humanbeing and all humanbeing are the same, there should not be discrimination on the basis of caste, colour and religion. Chh. Shahu Maharaj was of the same nature. He realised that unless the working class unite themselves in uniform group i.e. workers organisation, they will not be in a position to enjoy their rights.

Another speech was delivered in Bombay on 24th November, 1918 in the meeting, on the occasion of formation of 'peoples union'. In this meeting he described the situation of industrial relations in England and America. In these countries the workers organisations struggle with industrialists for their rights, pay rivation without disturbing the production. They protect the interest of the workers and at the same time of the industrialists. The organisations of workers in India should follow the working of the unions in these countries. One thing is clear that unless the workers unite their problems will not be solved.

This is sufficient to understand the views of Late Chh. Shahu Maharaj towards the organisation of workers.¹

B) FEATURES OF KOLHAPUR DIVISION :

The Bombay State Road Transport Corporation was established on 17th November 1949, under the Road Transport Corporation Act 1948. The present Maharashtra State Transport Corporation, covering

the entire state of Maharashtra established on 1st July 1961. Under the then Bombay State Road Transport Corporation the Kolhapur Division is established in 1950. It's jurisdiction is limited to the physical boundries of Kolhapur district. It is divided into nine depots, viz. Ichalkaranji, Kolhapur Depot No.1, Kolhapur Depot No.2, Gadhinglaj, Gargoti, Chandgad, Malakapur, Kurundwad and Kagal. It consists of 10 well built bus stations at Ichalkaranji, Kolhapur, Malkapur, Kurundwad, Kolhapur Railway Station, Gadhinglaj, Gargoti, Chandgad, Sambhajinagar and Rankalaves Kolhapur. It use to control the traffic with the help of 12 traffic control points.

Kolhapur Division is working with a fleet of buses numbering 509, running over 811 routes in every corner of Kolhapur district. The total length of these routes is 45,056 kilometers. It is making transport arrangements of 2,55,810 passengers daily with the help of about 4,000 employees.

It is operating 63 long distance services (250 kms and above) and running 22 Night services.

For the covenience of the employees 102 fully equipped quarters were built. It runs three hospitals for the employees health.

Thus, the Kolhapur Division has secured a prestigious place in passenger transport industry in Kolhapur district. Kolhapur division is having 1,208 villages² scattered over the

length and breadth of the district. The state transport buses has opened most of these villages to the cities in Kolhapur District. Without the network of these services, free movements of passengers could not have become possible and products of villages could not have reached the cities of Kolhapur district. In addition to above the free access of the people living in villages with the peoples living in cities have made it possible to carry ideas and means of progress. Spread of education, social welfare activities, medical facilities, industrial development etc. were accelerated. The development of backward areas can not take place unless it is opened by roads by the free movements of people and goods and this is made possible by the buses of state transport. Various needs of the people in the cities and villages have been satisfied by providing increased bus facilities.

C) TRADE UNIONS IN KOLHAPUR DIVISION -

THEIR AIMS AND OBJECTS :

At present, there are five trade unions in Kolhapur Division, viz. -

- i) Maharashtra State Transport Kamgar Sanghatana,
- ii) Maharashtra State Transport Employees Union (INTUC),
- iii) Maharashtra Motor Kamgar Federation,
- iv) Maharashtra State Transport Chalak-Wahak Sanghatana and
- v) Castribe Sanghatana.

Out of above trade unions, 'Maharashtra State Transport Employees Union' and 'Maharashtra Motor Kamgar Federation' are affiliated to "INTUC" and "BMS" respectively. Remaining three viz; Kamgar Sanghatana, Chalak-Wahak Sanghatana and Castribe Sanghatana are not affiliated to any central body.

In the following paragraphs the structure, constitution and objectives of the above trade unions have been examined.

1) Maharashtra State Transport Kamgar Sanghatana :

The Maharashtra State Transport Kamgar Sanghatana came in to existence on 21st December 1949. M.S.R.T.C. has recognised it as a state wide union in 1965. It has its head office at Bombay. The working of Kamgar Sanghatana is restricted only upto the workers employed in Maharashtra State Road Transport Corporation; Kolhapur Division. The total strength of the workers in Kolhapur division is about 4,000. Out of 4,000 workers, this union has 1,600 worker members.

This union believes in democratic methods such as legislation, education, propaganda, mass-meetings, negotiations, demonstrations and in the last resort strikes and similar methods as may be decided from time to time.

Following are Aims and Objects of Kamgar Sanghatana.

Aims and Objects :

1. To organise and unite the persons employed in the M.S.R.T.C. Maharashtra State and to regulate their relations with their employers;

2. To promote, protect, improve, enhance and safeguard the rights, interests, status and privileges of the S.T. employees by all recognised trade union methods and activities;
3. To promote economic, social, cultural, political and national interests of the S.T. employees in alliance with the rest of the working class. To promote friendly feelings and foster the spirit of brotherhood and co-operation amongst S.T. employees in general;
4. To secure to the members of the Kamgar Sanghatana fair and decent conditions of living and service;
5. To improve efficiency of S.T. services;
6. To provide legal assistance to the members in respect of matters arising out of and/or incidental to their work;
7. To endeavour to settle disputes between the employees and the S.T. Corporation authorities amicably by negotiations and by other legitimate means;
8. To try to prevent any reduction of wages and changes in conditions of service;
9. To try to redress their grievances relating to the employment;
10. To endeavour to secure compensation for members in cases of accident under the workmen's compensation act;
11. To endeavour to assist against sickness, unemployment, infirmity, old age and death;

12. To endeavour to render aid to the members during any strike brought about with the sanction of the Kamgar Sanghatana;
13. To obtain information with reference to the Road Transport Industry in India and from overseas countries;
14. To co-operate federate, affiliate with or be affiliated to any organisation having kindred aims and objects in India and overseas countries and to take suitable steps to secure civic rights of the labour;
15. To take part in any democratic movement for the general advancement and progress of the working class;
16. Generally to take such other and further steps as may be necessary to ameliorate social, economic, civic, political and cultural conditions of the members;
17. No general strike shall be declared unless it is resolved by atleast 2/3rd majority in the Central Executive Committee meeting called for the purpose.

For the attainment of these objects Kamgar Sanghatana organise branches in the divisions, the central and regional workshops, central office and in depots of Maharashtra State Road Transport Corporation.

Management of the union :

The machinery for management of the union is as follows :-

1. General Council :

This is the supreme authority of Kamgar Sanghatana and vested with all the powers of the general body. It consists of following office bearers and delegates.

1) Office bearers :-

A President, a working President, 6 Vice Presidents, One General Secretary, 6 Regional Secretaries, One Headquarter Secretary and a Treasurer.

ii) The delegates elected by branches on the basis of 1 delegate for every 20 members. All of them are elected at the annual general meeting, except, headquarter secretary. Headquarter Secretary is appointed by the General Secretary.

2. Central Executive Committee :

Central Executive Committee manage the financial as well as general affairs. It consists - i) all office bearers of Kamgar Sanghatana, ii) the regional secretaries, iii) the divisional secretaries and iv) headquarter secretary.

3. Branches :

For efficient, effective and smooth working of Kamgar Sanghatana, branches at the divisions, the central or regional workshop, regional office and central offices, are organised. Minimum requirement of the branch is 50 members in any one of the above mentioned area.

Branch has its general council and executive committee. The committee elects a Chairman, a working chairman, three vice-chairman, one divisional secretary, four joint secretaries, one organising secretary and one treasurer.

4. Depot Committee :

The depot or workshop committee is formed from amongst the workers for a particular depot. It consists not more than eleven members including one depot chairman, one vice depot chairman, one depot secretary, two assistant depot secretaries and one depot treasurer.

Term of office of all office bearers at all levels is one year.

2) Maharashtra State Transport Workers Federation (INTUC) :

The Maharashtra State Transport Workers Federation (INTUC) is established in 1950. This is the first recognised union in Maharashtra State Road Transport Corporation. It has its head office at Bombay. Any person employed in state transport is entitled to become the ordinary member of INTUC. At present this union has about 1,400 members in Kolhapur Division, which is about 35% of the total workers.

Aims and Objects :

Following are the aims and objects of the INTUC.

1. To co-ordinate the activities of the state transport workers unions which are affiliated to the Federation and to render them all possible help.
2. To promote economic, political, social and civic interests of the state transport workers.
3. To watch, secure, defend and safeguard the rights, interests and privileges of the state transport workers.

4. To act as representative organisation of the workers in the transport industry and to negotiate, conclude and revoke collective agreements on wages and conditions of service etc. for the S.T.workers.
5. To represent the state transport workers at all conference committees or other bodies that may be held or setup from time to time.
6. To educate, prepare and encourage the S.T. Workers to take increasing part in the administration, management and control of the organisation in the transport industry.
7. To impart education and training in order to create working class leadership in various walks of life.
8. To co-operate and federate with the organisations in other industries having similar aims and objects.
9. To raise funds and acquire properties by way of subscriptions, donations, special levies or loans from member unions or other persons as may be necessary.
10. To receive aid in cash or otherwise from government or other institutions for education and cultural development of workers.

The state transport workers federation (INTUC) emphasises on the adoption of peaceful means, consistent with Gandhian philosophy of co-trusteeship, Ahimsa and Truth. The means therefore are negotiations, conciliation and if necessary adjudication of disputes.

Management of the union :

The machinery for management of the Federation is as follows.

1. Delegates council :

This is the supreme body for the administration of the INTUC. One delegate is elected for 50 members of the union. This council lay down the policy for administration of the federation. The council elects following office bearers.

One President, one Working President, four Vice Presidents, one General Secretary, one Resident Secretary, four Joint Secretaries, four Organising Secretaries, one Treasurer.

2. Managing Committee :

Managing Committee is formed to manage and conduct all affairs of the federation regarding collective action salaries and allowances of the office bearers, etc.

It consists of - one President, one Working President, four Vice-Presidents, one General Secretary, one Resident Secretary, four Joint Secretaries, four Organising Secretaries, one Treasurer, four Regional Secretaries, President, Working President and Gen.Secretary of the Division.

3. Standing Committee :

This committee considers and decides the issues requiring immediate attention and looks into day to day affairs of the federation. Committee consists of following office bearers.

The President, The Working President, The Vice-Presidents, The General Secretary, The Treasurer, The Resident Secretary and four Regional Secretaries.

4. Branches :

For efficient, effective and smooth working of Maharashtra State Transport Workers Federation (INTUC) branches at the division, the central or regional workshop, regional office and central office are organised. Minimum requirement is 60 members in any one of the above mentioned area.

Branch has its general body and executive council, the council elects, one President, one Working President, two Vice Presidents, one Gen.Secretary, two Joint Secretary, one Treasurer and one Auditor.

5. Depot Committee :

The Depot or Workshop Committee is formed from amongst the workers for a particular depot. It consists the members elected by workers on the basis of one delegate for every twenty members. Committee elects a Depot President, a Depot Secretary and a Treasurer. Term of office of all office bearers is two years.

3) Maharashtra Motor Kamgar Federation :

The Maharashtra Motor Kamgar Federation is established in 1969 and recognised by M.S.R.T.C. in 1977. It has its head office at Nagpur. Any person engaged in Motor Transport Industry in Maharashtra, who has attained the age of 18 year shall be the member of this union. In Kolhapur Division, this union has about 600 members which is about 15% of the total workers.

Aims and Objects :

The Aims and objects of the Maharashtra Motor Kamgar Federation are as follows :-

1. To organise and unite the workers engaged in the motor transport industry in the state of Maharashtra and to regulate their relations with their employers.
2. To try to secure to its members fair conditions of service, real wages, better amenities of life and better working conditions to promote efficiency.
3. To try to redress their grievances so as to make their life stabled and secured by making efforts to -
 - i) provide against sickness, infirmity, old age, death unemployment etc.,
 - ii) provide legal assistance to its members,
 - iii) render aid to its members in times of lockouts and strikes brought about with prior sanction of the Federation, and
 - iv) secure compensation under workmen's compensation Act or other laws inforce.
4. To endeavour to settle disputes between employees and employers or between employees and employees or amongst affiliated unions amicably, so as to keep better relations and try to protect and promote their common interests.
5. To try to inculcate in its members, sense of nationalism and to educate its members and the workers in general in respect of the trade union activities in consonance with the Bhartiya way of life.

6. To try to build up the trade union activity in motor transport industry in a pattern suitable to conditions in Bharat.
7. To take such steps as may be necessary to ameliorate the social, economic, civic and political conditions of its members.
8. To co-operate with the organisations in general and labour in particular having similar objects.

This union is affiliated to 'BMS'. This is a productivity oriented non-political trade union. It's ideological basis is the triple formula - (i) nationalise the labour (ii) labourise the industry and (iii) industrialise the nation. It rejects the idea of state controls, rather it views it as an evil to be restricted to enevitable sectors like defence, but stands firmly for the principle of public accountability for each industry and consequent enunciation of public discipline. It's accent is on Patriotism. The union employs all legitimate means consistent with the spirit of nationalism.

Management :

Machinery for management is as follows :-

1. General body :

The General body is the ultimate and supreme authority. It's decisions are final and binding on all the members. It consists of the following representatives.

- i) The Presidents of the affiliated unions
- ii) The Branch Presidents.

- iii) The General Secretaries of the affiliated unions.
- iv) The branch secretaries
- v) Additional representatives in the ratio of 1 representative for 50 members.
- vi) The honourary members of the Federation.

2. Executive Committee :

This committee looks into the financial and other affairs. It consists of - one president, one working president, six vice presidents, one general secretary, one resident secretary, one office secretary, six secretaries, one organising secretary, one advisor and a treasurer. General secretaries of the divisions are the ex-officio members of the executive committee. Regional committees for each region of M.S.R.T.C. are also formed.

3. Branches :

For efficient and smooth working of the union, branches at divisions, the central and regional workshops, regional office and central offices are organised. They deal with local issues. They are allowed to collect subscriptions, donations from its jurisdiction. Branches are managed by following office bearers.

One branch president, one branch vice-president, one branch secretary, one branch treasurer and three members.

4) Maharashtra State Transport Chalak-Wahak Sanghatana :

Maharashtra State Transport Chalak-Wahak Sanghatana is founded in 1984 and recognised by M.S.R.T.C. in 1985. It has its

head office at Pune. Any person employed in M.S.R.T.C. can be a member of Chalak-Wahak Sanghatana. In Kolhapur Division this union has 280 worker members, which is about 7% of the total employees.

Aims and Objects :

The Aims and Objects of the Chalak-Wahak Sanghatana are as follows :-

1. To organise and unite the persons employed in the M.S.R.T.C., Maharashtra State and to regulate their relations with the employers.
2. To promote, protect, improve, enhance and safeguard the rights, interests, status and privileges of the S.T. employees by all recognised trade union methods and activities.
3. To promote economic, social, cultural, political and national interests of the S.T. employees in alliance with the rest of the working class. To promote friendly feelings and foster the spirit of brotherhood and co-operation amongst the S.T. Employee in general.
4. To secure to the members of the Chalak-Wahak fair and descent conditions of living and service.
5. To improve efficiency of the S.T. services.
6. To provide legal assistance to the members in respect of matters arising out of and/or incidental to their work.
7. To endeavour to settle disputes between the employees and the S.T. Corporation authorities amicably by negotiations and by other legitimate means.

8. To try to prevent any reduction of wages and change in conditions of service.
9. To try to redress their grievances relating to the employment.
10. To endeavour to secure compensation for members in cases of accidents under the workmen's compensation act.
11. To endeavour to render aid to the members during any strike brought about with the sanction of the Chalak-Wahak Sanghatana.
12. To obtain information with reference to the Road Transport Industry in India and from overseas countries.
13. To co-operate, federate, affiliate with or be affiliated to any association, union, sabha panchayet, society or organisation having kindred aims and objects in India and overseas countries and to take suitable steps to secure civic rights of the labour.
14. To take part in any democratic movement for the general advancement and progress of the working class.
15. Generally to take such other and further steps as may be necessary to ameliorate social, economic, civic, political and cultural conditions of the members.
16. No general strike shall be declared unless it is resolved by at least 2/3rd majority in the central executive committee meeting called for the purpose.

In order to attain there objects the Chalak-Wahak Sanghatana organise branches in the divisions, the central or regional workshops, central office and in depots of the M.S.R.T. Corporation.

Chalak-Wahak Sanghatana is not affiliated to any central body of the trade unions. Though membership of this union is open to the employees of all categories employed in M.S.R.T.C., its name indicates that, it works mainly for Chalak and Wahak. This union also believes in settlement of disputes through negotiations and other legitimate means.

Management of the union :

1. General council :

This is the supreme authority and vested with all the powers of the general body of Chalak-Wahak Sanghatana.

It consists - i) office bearers - A president, the working president, 6 vice presidents, one general secretary, 6 regional secretaries, one headquarter secretary and a treasurer. ii) The delegates elected by branches on the basis of one delegate for every 20 members.

2. Central Executive Committee :

Central Executive Committee manages the financial as well as general affairs. It consists - i) All office bearers of Chalak Wahak Sanghatana, ii) The Divisional Secretaries and iii) Head-quarter secretary.

3. Branches :

In order to carry out the work of the Chalak-Wahak Sanghatana efficiently and effectively, branches are organised at the

divisions, the central or regional workshop and the central offices of the state transport. Minimum requirement of the branch is 60 members in any one of the above mentioned area.

Branch has its general council and executive committee. The committee elects one chairman, four vice chairman, one divisional secretary, four joint secretaries, one organising secretary and one treasurer.

4. Depot Committee :

The Depot or Workshop Committee is formed from amongst the members of the Chalak-Wahak Sanghatana for a particular depot. It consists not more than eleven members including one depot chairman, one vice depot chairman, one depot secretary, two assistant depot secretaries and one depot treasurer.

Term of office of all office bearers at all levels is one year.

5) Rajya Pariwahan Castribe Karmachari Sanghatana :

The Castribe Sanghatana is established in 1978 and recognised by M.S.R.T.C. in 1985. It has its head office at Nagpur. This union is not connected to any political parties and is aloof from party and power politics. Any person employed in M.S.R.T.C. can be after payment of fees, a member of Castribe Sanghatana. In Kolhapur Division this union has 120 members which is about 3% of the total workers.

Aims and Objects :

1. To educate, organise and unite the persons particularly belonging to backward classes and generally all employed in M.S.R.T. Corporation and to regulate their relations with their employer.
2. To emphasis M.S.R.T. Corporation for filling up the reservation as well as backlog of backward class employees.
3. To safeguard the rights, interest, status and previleges of all employees by all recognised trade union methods and activities.
4. To promote and protect social equality cultural and economic interest of all the employees.
5. To provide legal assistance to the members in respect of matters arising out of/and/or incidental to their work.
6. To endeavour to settle disputes between the employees and the S.T. authorities amicably by negotiations and by other legitimate means.
7. To try to prevent injustice.
8. To endeavour to assist against sickness unemployment, infirmity, old age and death and also try to secure compensation for members in cases of accidents under the workers compensation act.
9. To secure facilities, rights and previleges laid down under the articles of Indian Constitution and to implement the same in M.S.R.T. Corporation.

This union is not affiliated to any central body of the trade unions. Though membership of this union is open to all

employees, employed in M.S.R.T.C; it works mainly for backward class workers. This union also believes in settlement of disputes through negotiations and other legitimate means.

Management of the union :

The machinery for management of the union is as follows :-

1. Central Executive Committee :

It is the supreme authority of the Castribe Rajya Pariwahan Karmachari Sanghatana and vested with all the powers of the general body. It consists following office bearers.

i) Chairman	- 1
ii) Working President	- 1
iii) Sr. Vice President	- 1
iv) Vice President	- 4
v) Chief Organiser	- 1
vi) Organiser	- 4
vii) General Secretary	- 1
viii) Additional General Secretary	- 4
ix) Treasurer	- 1
x) Auditor	- 1
xi) Central Executive Member	- 11

2. Regional Executive Committee :

Regional committee works at regional level. Following are its office bearers.

1) Regional President	-	1
1i) Working President	-	1
1ii) Vice-Presidents	-	3
iv) General Secretary	-	1
v) Additional General Secretary	-	2
vi) Organising Secretary	-	2
vii) Treasurer	-	1
viii) Auditor	-	1
ix) Regional Executive Members	-	11

3. Divisional Executive Committee :

Divisional committee works at divisional level with the help of following office bearers :-

i) Divisional President	-	1
ii) Vice-President	-	2
1ii) General Secretary	-	1
iv) Additional General Secretary	-	2
v) Organising Secretary	-	2
vi) Treasurer	-	1
vii) Auditor	-	1
viii) Divisional Executive Committee Members	-	11

4. Depot Executive Committee :

It works at depot level and consists of following office bearers :-

1) Depot President	-	1
ii) Depot Secretary	-	1
iii) Vice-President	-	1
iv) Additional Secretary	-	2
v) Treasurer	-	1
vi) Auditor	-	1
vii) Members	-	5

At least 50 members are essential to establish the branch. The term of office of all office bearers except divisional and depot level shall be 2 years. At division and depot level it shall be one year.

D) COMPARATIVE STUDY OF THREE TRADE UNIONS
IN KOLHAPUR DIVISION :

Although there are five trade unions in Kolhapur Division, only three are of great importance : The Maharashtra State Transport Workers Federation (INTUC), The Maharashtra State Transport Kamgar Sanghatana and The Maharashtra Motor Kamgar Federation. The general objective of these three unions is the same, namely to promote the economic, social, political and cultural interests of workers. But, principally they differ from one another.

Objects :

The Maharashtra State Transport Workers Federation (INTUC) aims at the sarvodaya ideal and stands for gradual transformation

of existing social order. To achieve this, it believes in democratic and peaceful means. Strike is used as a last resort.

Maharashtra Motor Kamgar Federation stands for the establishment of Bhartiya order of classless society. To achieve this, it is prepared to adopt all legitimate, peaceful and democratic methods.

Thus, Maharashtra State Transport Workers Federation (INTUC) and Maharashtra Motor Kamgar Federation appear to be wedded to democratic means to achieve their ends.

Maharashtra State Transport Kamgar Sanghatana strives to establish socialist order of society. To achieve this object, Kamgar Sanghatana adopts more radical means as compared to Maharashtra State Transport Workers Federation (INTUC) and Maharashtra Motor Kamgar Federation.

As regards generalised demands such as, that there should be speedy improvement in the conditions of work and life of workers, that there should be adequate security for all workers, that a living or fair wage should be assured to all and that the working conditions should be reasonable, there are provisions in the constitutions of the said unions.

Organisational Machinery :

The machinery for organisation of labour is practically same under all unions. The main organisation works through

regional and divisional branches. The central organisation is generally composed of a Delegates council, a General council and a Central Executive Committee, with a division of responsibilities among them which is more or less same in the case of all organisations. There are little differences in the detail regarding the number of office bearers or the number of members to be elected on each body.

Political Affiliations :

Maharashtra State Transport Workers Federation and Maharashtra Motor Kamgar Federation are affiliated to Indian National Congress (Ruling Party) and Bhartiya Mazdoor Sangh (Bhartiya Janata Party), respectively. As far as Maharashtra State Transport Kamgar Sanghatana is concerned, it is not directly affiliated to any political party but influenced by socialism.

Membership :

As regards to the membership Kamgar Sanghatana ranks first in Kolhapur Division, having about 1600 members. Maharashtra S.T.Workers Federation (INTUC) stood second with about 1500 members and Maharashtra Motor Kamgar Federation remains at third position with a strength of about 600 members.

As far as other two union is concerned viz. Chalak-Wahak and Castribe Sanghatana, they are working for a particular class of workers. Both the unions are in too much minority. They cannot influence on the policies of M.S.R.T.C.

R E F E R E N C E S

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