CHAPTER-VI

CONCLUSION

“Contentment is Natural Wealth,
Luxury is Artificial Poverty”

– SOCRATES

6.1. Conclusion:

The entire gamut of issues it is evident that Trade-Unions are not only playing an active role in maintaining good industrial relation, but, they are also became an legitimate instrument for the protective of the working classes by a case study of Gulbarga district, big industries in Karnataka state. Roles once considered secondary and industries are gradually metamorphorising into an extension of primary functions of the Trade-Union at Gulbarga district. In fact, the welfare of the workers and revival of closed industries, seems to be an inspirable component of the function of these Trade-Union.

The given study of the Trade-Union of operationlised liberally Trade-Union rule concept and legitimate role is for protecting the interest of the working classes a case study of Gulbarga district provides an empirical investigation of 5 big industries in Gulbarga district, Karnataka State, out lines are of some prospects.

With respect to the reality of Trade-Unions have become an integral and powerful factor in the contemporary system of the production and distribution of goods and services. Modern industrialization has paved the way for Trade-Unions. They are now exercising strong influence on the method of production of goods and services, their distribution, the allocation of economic resources, the volume of employment and unemployed the character of rights and privileges policies of the government, the attitude and status of large masses of population, and very nature of economic and social organizations.
Under such condition their role has evoked deep and hide controversies. For development of Indian economic such as ours Trade-Unions and their policies are of special significance. Therefore, in order to assess their legitimate role and prospects, it is essential to go into origin and historical development of Trade-Union movement and analyze the factors that have helped them acquire such a strong forceful position in working class movement.

The Trade-Union movement are major components of the modern industrial relation system. Trade-Unions existed in all part of the world, but their characteristics and functions very from country to country.

My attempt to be made here Trade-Union movement to understand and analyze on its rights prospective protection interest of the working classes and increases the income and revenue of the government by using the Trade-Union as a legitimate instrument for protection of the working class by conducting a case study of the Gulbarga district Karnataka State large scale industrial establishments. In the light of the foregoing preliminary analysis of the topic the main problems that has been taken up for my research work as below industries.

1) Jaypee Cement Pvt. Ltd., Shahabad
2) Alstom India Pvt. Ltd., Shahabad
3) ACC Wadi, Jn.
5) Vasadatta Cement Pvt. Ltd., Sedam.

The Trade-Unionism has been, through most of it history, an opposition seeking to establish itself infact of strong reluctant by the rulers of the society to admit. Even its bare rights to exist much less to welcome it as the legitimate exponent of the workers claims. It has had to force its way, first to
bare toleration and later to positive recognition of its place in the society and every stage it has had to fight its way against the tendency of law of courts to treat it as a conspiracy to interfere with labour.

The working class organize itself in Trade-Union organization to protect their interest, the workers wage’s a prolonged struggle to active their right to organize themselves in an Trade-Union. There are views differs regarding goals of the Trade-Union, their relationship with politics and class consciousness. Therefore, there are different theories of the Trade-Union movement. History developed countries such as Great Britain, USA, Soviet Russia. In Indian Trade-Union movement emerged out in the year 1942 of national movement and have close links with politics involved in 1920. All India Trade-Union Congress (AITUC) so that India could represents at International Labour Organization.

Trade-Union activities in Four-Countries like UK, USA, USSR and India reviewed here shows a good spectrum and throw a light on many problem’s faced by the Trade-Union’s. If our Trade-Union’s are strengthened, if they have to be responsible and responsible for difficulties to be faced and measure’s taken by advanced countries would guide as in the right-direction.

Trade-Union Act, 1926, attitude towards working classes elaborated in detailed and the registration of the Trade-Union Act, 1926 and define the law relating to the registered Trade-Unions. In addition to narrated rights of the Trade-Union as granted under the different provision of the Trade-Union Act, 1926 in respect of the industrial matters which are exercised with view to provide protection and safeguard to its members and well being of the working classes.
The Trade-Union Act 1926 have got the following important rights of the representation and taking action, on behalf of the working class like, before the employer, conciliation officer, labour court, labour tribunal and national tribunal for the protect interest of the working class subsequent and the Trade-Union Act 1926 amendment will be quoted.

Industrial – Disputes essentially referred to differences or conflict between employers and employee’s disputes arise, because of wage demands, union rivalry, political interference, unfair labour practices, labour laws and others. The number of dispute is ever increasing and the consequents will be harmful to the employer of the industries, workers, economy and nation. Hence, dispute need to be resolved soon by the existing Trade-Union Act, 1926 like settlement, collective bargaining, Code of discipline, grievance procedure, arbitration, conciliation, adjudication and consultative machinery.

In concluded conclusion and I elaborate in collective bargaining in this process representative of the both parties like management as well as employees associate Trade-Union, meet each other discussed the matters and arrived at mutually agreeable benefits. It is a something delicate but effective method to resolved the dispute by the Trade-Unions and hence, in this juncture the Trade-Union needs to be planned and managed carefully.

The code of discipline defines duties and responsibilities of employers and employees in industrial establishment. If this system of norms are followed, the industrial disputes shall be minimized and aggregate’s accurse when the provision of any law is violated, or terms and conditions of the employment are flouted by the management of the companies. The aggrieved workers Trade-Unions can seek redressal through a set a procedure. If the grievance is not
settled, encourage to arbitration is taken in the arbitration, a third party intervenes and whatever the recommendation, the party makes is binding on the wearing groups. While the arbitrator has power to enforce his or her decision and councilor cannot do so. The role of the conciliation officer also called the mediator, to bring the two parties together, and make them discuss the issue and enable them to arrive at a solution.

And adjudication is a mandatory settlement of the disputes by the labour court u/s 7 Industrial Dispute, Act 1947 or labour tribunal. It is conciliator who recommends reference to adjustments the purposes of these bodies is to bring the parties settle the disputes under the provision of the industrial Disputes Act 1947. These are major perspective of the Trade-Union Act 1926.

The concept of the Trade-Unionism are power pressure group centralizing the power of employees Trade-Union as a organization, the trade as a functional organization filling the various needs of the workers. The Trade-Union as a psychological reaction, Trade-Union indicate the social relations involving the workers.

A Trade-Union may also considered as a body employing the reaction of the workers to their exploitation by the employer or welfare organization conducting welfare work among the working classes or social institution for setting up and strengthen the democratic structure.

The concept of the Trade-Unionism elaborating by the eminent scholars like Samuel Gomper S., Karl Marx, Approaches Sidney and B. Webb, Summer – Slitcher, Selige Perlman Robert Hoxie, Fank Tannenbaum, Dr. B.R. Ambedkar and Mahatma Gandhi ideology truth and non violence had its application in the Trade-Union movement in India Gandhiji played an important
role in bringing about peaceful settlement between the employer and employees in the textile industries.

The role in protection of the interest of the working classes. The Trade-Unions are organized by the workers to solved the labour problems created by the modern industry. It is in the interest of the Trade-Unions to understand the nature of the modern industry and nature of labour problems various Trade-Unions in the field of labour are working to tackle those problems. Analyzed by various authors definitions coated like Thomas T., Ratnam, Gosh Gitika elaborated the role of the Trade-Union for protection interest of the working classes.

6.2. Hypothesis testing analysis:

1) The most probably the industries not observing the industrial and labour laws. The employer fully aware the Industrial Dispute Act 1947 and Trade-Union Act, 1926, to facilitate the employees and industrial dispute about the management intention was not fair employer interpret the labour law.

2) The workers union most of them implements the Trade-Union law, but employer divided and rule within the labour, creating inter rivalry union in establishment such some 10% of the workers not implemented the Trade-Union law, the union leader become tool of the management. The employer always wanted free union industries.

3) The employer declaring a industries as a sick industries under the provision of 15(1) Sick Industries Special Act 1985. According to my observation 50% of the employer by submitting fake documents before (BIFR) Board for Industrial Finance and Re-construction for claiming the revival package from
the board through company is running plant but deliberately converted into sick industry.

And also the employer availed loan from bank and financial institution for the improvement of the industry, but according to my observation single paisa have not been investing for revival purpose of the industries. Lastly loan recovery process started before Debt Recovery Tribunal and other hand one time settlement also attempted by the employer with financial institution.

In the name of closure of the industries employer creating fearness among the working classes, if the worker union put a demand before the management of the industries. Worker view in this regard against the sick industries. If the industries really sick, the Trade-Union and worker positive motive for the revival of the industry.

4) According to my observation to conclude that employer of the industries intended closed the industries. Illegally u/s 25 (O) (6) Industrial Dispute Act 1947, Employer know that before closing the industry the employer seek permission before 90 days u/s 25 –O(1) – Industry Dispute Act, 1947.

By case – study of Gulbarga district industries like Shahabad Cement Industries and Alstrom India Ltd., Shahabad, Closed on 7.12.1997. If the any industries closed the Trade-Union leaders take challenged to the illegal closure of the industry before the deputy labour commissioner of the State and claim all benefits from the employer including wage u/s 33 – C (1) Industries Dispute Act 1947.

5) There are many impact due to the closure of the industry, which I personal observed while closing of the industry in Shahabad, Gulbarga.
The impact of the closure of the industry its created a social imbalance in the society the parent unable settled the young daughters marriage and unable continued there higher education even though they are intelligent.

After the closure of the industries an unemployment worker become idleness due to the unemployment workers ideal mind works wrong deeds it leads affect the whole society. The impact of the closure of the industry due to unemployment workers become depression, he unable earn minimum wage surrounding the industrial town for livelihood of the there family employees migrated in search of the work to other State.

So after the closure of the industries the impact is very bad in the society because the impractical government policy. Indian Policy 120 (26) session in the year 1924 adopted a recommendation dealing with social security and need based income to all working class here we observed that government policy is a meaningless.

6) The Trade-Union played very, very important efficient role in the revival of the industry in Shahabad Cement Industry and ABL Pvt. Ltd. Shahabad at Gulbarga, Karnataka, Shahabad Cement factory worker Union (AITUC) played very important role for protection of the working class and revival of the industries, which was closed 9 years from 1997 to 2006 and in same line Alstrom India Ltd. Also revival after closing of the industry of nearly 20 month by the effort of the Trade-Union’s.

The Trade-Union Shahabad Cement Factory Worker’s Union (AITUC) fought legal battle under the provision of the Trade-Union Act, 1926, before Hon’ble Labour Commissioner, Karnataka, Labour Court, Hon’ble High Court of Kolkatta (W.B.) Debt Recovery Tribunal (I & III) Kokolta, BIFR, AAIFR
and Hon’ble Supreme Courts after the 9 years legal battle by the Trade-Union Industry re-started on the banner of the Jaypeepe Cement Co. Ltd.

In the same line ABL case is pending before the Hon’ble High Court Bombay. It will also revival by Trade-Union, when it is in liquidation position so the Trade-Union played very important role for revival of the industry.

The Trade-Union Movement built up in the year 1942 at the end of the quit India Movement. After the declaration of the independence of India in the year 1947, but the Hyderabad Karnataka region was not independence as it was under Nizam rule and continued till Sept. 17, 1948, Nizam rule was fundamentally feudalistic in nature. Under the ideology of the communist political party leaders organized the working class movement against Nizam rule and land lords.


After extensive study by classifying different chapters and understand the importance and relevance of research topic in today’s knowledge driven society of the working classes. We know that how the Trade-Union is become a legitimate instrument for the protection of the working class, case study of Gulbarga District. Here employees perceived Trade-Union as a being instrumental in removing their dissatisfaction. The more employees believed the
Trade-Unions can obtain positive work aspects, the more instrumental for the employees.

Basic Conclusion:

The recent out pouring of empirical studies on the how the Trade-Union’s become a legitimate instrument for the protection of the working classes. A case study of large scale industries in Gulbarga district, Karnataka State.

The impact of the collective bargaining by the Trade-Union provided creates the new employment and economy has provided with a large number of new evidence regarding differences between the working classes.

I summarized the recent empirical finding’s about the Trade-Union role for the protection of the working class large scale industry in Gulbarga district of Karnataka State.

We reach the basic conclusion are as follows;

1) The Trade-Union became legitimate role for the protection of the working classes, which explain by the under the provision of the Trade-Union Act, 1926. By study the 5 major industries in Gulbarga district. Some poor quality of our labour law’s awareness among the working classes, it is an experiment.

2) On the basis of these findings, I concluded that the search for under standing of what the Trade-Union’s do requires more than we expects the model of the role of the trade unionism. New perspectives based on Trade-Union’s institutional realities, Trade-Union Act, 1926 theories or other potential sources of creative view’s are also needed.

3) We provide useful insights into the real impact while closing the industries. In particular areas, we find that sensitive on society, analysis of the closer of
the industry. Result and longitudinal experiment provide valuable check by the Trade-Union role produced results which are much too system to revival of the sick industries in Gulbarga district, it is an model or samples to help to resolve the question concern.

6.3. General Suggestions:

1) Trade-Union Education Institutions: The Government should create effective education centres for workers, Trade-Union colleges like Ruskin College of Trade-Union, Oxford, V. V. Giri National Institute of Labours India, (Noida), Asian College for Trade-Union, N. M. Joshi, Institution of Labour, New Delhi.

2) The Trade-Union Training Centres for Trade-Union leaders and working classes.

3) The Trade-Union’s not to divided by religion, gender caste etc.

4) The Trade-Union leader must be among the working classes, not to depend on political leaders.

5) To avoid the multiplicity of the Trade-Unions. The Trade-Union must adopt the philosophy of labour “united we gained, divided we fall”.

6) A strong and healthy Trade-Unions can make substantial contribution to working classes, economic development of the country. It create a good atmosphere for smooth running of the plant.

7) The labour laws’ should be amended for the protection of the working classes. The labour law’s in our country as in several countries have been enacted by create condition for protection of labour from unfair labour employed practice and provide a legal frame work within which industrial relations is to regulated.
8) Labour legislation is regarded as the most dynamic institution, it become important agency of the State for regulation of working and living condition of the workers. As indicate by rising number of and various labour Act, they are 108 Act Centre and States.

9) The Trade-Union Act, 1926 should be amended. The impact of the globalization is ever more evident to Trade-Unionist in all countries in all sectors. The increasing integration of national economy is a single global market and the appearance of new world production system are being labour coverage of National interest of the Trade-Union.

10) Not to retire any employees, under the voluntary retirement scheme (VRS) the offer is golden hand sake, but it is only a cruel joke.

11) The Trade-Unions devoted to the practical implications of meet out the challenges of the globalizations for all Trade-Union organization. Without political parties implications challenges of the multinational companies.

12) Having, decided to adopt the international labour organization (ILO) in the form of convention No. 87 and 98 certain proposal, freedom of association and protection of the right to organization and bargain collectively.

13) Cyber-Unionism an analysis of the current use of the internet by union’s like in the UK and US permits the development.

14) Towards Employees union’s: The pressure on Union’s to use internet to improve their services and modes of operation will increased. Trade-Union will have to respond to the challenges and opportunities that had provide.