CHAPTER - 6

TRADE UNION MOVEMENT AND LABOUR RELATIONS IN SUGAR COOPERATIVES
CHAPTER 6

CONTENTS

6.1 INTRODUCTION

6.2 TRADE UNION MOVEMENT IN INDIAN INDUSTRIES IN GENERAL.

6.3 TRADE UNION MOVEMENT IN SUGAR INDUSTRY IN PARTICULAR, IN INDIA, MAHARASHTRA AND MARATHWADA.

6.4 TRADE UNION MOVEMENT AND LABOUR RELATIONS IN THE FACTORIES SELECTED FOR THE STUDY.

6.5 CONCLUSIONS.
6.1 INTRODUCTION:

In the present chapter, the very important aspect of the Trade Union Movement in sugar industry has been studied particularly in sugar factories selected for the study of Marathwada region in the state of Maharashtra State. This is the era of unionism and there is bound to be unionism where there is existence of labour and management, for the protection of their interests. Then there be the private sector, public sector or cooperative sector or any. Here the union movement meant the trade union movement of cooperative sector. The seasonal nature of industry, most irregular wage payments to workmen; most irregular and erratic nature of the crushing season, the most politicised policies of Government in regard to sugar industry, have paralysed and handicapped the fate of the industry and indirectly the labour movement of the industry.

Presently the situation is so crucial and critical in Maharashtra State that many of the sugar factories are being unfortunately reared with the financial assistance of the state cooperative Bank and Government of Maharashtra.

But as the saying goes "United We stand and divided we fall", union is must in these days of industrialisation, privatisation, cooperativisation,
competition, globalisation and specialisation, for the survival of working class with the security and respect in spite of the industrial and labour laws.

There is demand of workers organisation to cover, the workers working in the farms and harvesting sugarcane owned by the sugar factories and employed in the activities like development of cane and transportation, in the recommendation of the Board. Same way there is their demand that all the workers working in the allied industries like alcohol and paper be taken as employed in the sugar industry.

With regard to the above demand of workers the Board has very carefully studied the demands but found it difficult to include the workers of all allied industries, sugarcane development workers, even if the farm happens to be owned by sugar factories and for harvesting sugarcane and its transport to sugar factories, cannot be taken as covered by the recommendations of the Board. Therefore, the Trade Unions have lot of things to do for resolving the problems of workers. Of course the Labour problems of sugar industry differ in nature because the sugar industry differ in its nature1.

6.2 THE TRADE UNION MOVEMENT IN

INDIAN INDUSTRIES IN GENERAL:

The Trade Union movements are the most important organisations in the process of Labour movement. In India there is heterogeneity of labour force and therefore there could be unity of only a small section. The labour force in India could be distinguished as Labour of organised sector and unorganised sector. The Labour market (force) of unorganised sector is largely unregulated. In the legal terms the unorganised sector hardly offers any protection to its workers. Whereas labour market in organised sector is more regulated. The workmen are more protected. The workmen get regular wages and salaries and greater security of employment and benefits of social security. But in India unfortunately the bulk of the labour force is engaged in unorganised sector.

The most striking trend in the trade union movement before and after independence in India, is that in the earlier period there was a tendency towards unity while in the later period splits became the order of the day.

The ALL INDIA TRADE UNION CONGRESS (AITUC) formed on 31st October 1920, was the First national
federation of trade unions. Till the eve of independence it remained as the representative of the working class with all the shades of political forces, ranging from the communists to liberals under its umbrella. After some years the ALL INDIA TRADE UNION CONGRESS underwent two major splits over ideological issues. Thus in 1929 the first split took place. The liberals such as Dr. V.V. Giri, N.M. Joshi and others broke away and formed a separate "INDIAN FEDERATION OF TRADE UNIONS" (IFTU). While the Communists broke away to form the "RED FLAG TRADE UNION CONGRESS". However, the Communists they rejoined the AITUC within two years and managed to gain control over AITUC.

After the independence the leaders of Congress decided that, since the working class would have to pay a crucial role in the new pattern of planned development, it could not allow the trade union movement to be led by those who would not fully support its policies. Therefore the Congress decided to start another trade Union Centre which would rival the communists controlled AITUC's hold over the working class. And thus the Congress formed INDIAN NATIONAL TRADE UNION CONGRESS (INTUC), in May 1947.

The split in the AITUC in 1947 paved the way for further splits based on narrow party lines and
thus it became almost mandatory for every political party to have its trade union front. Thus at the time of formation of the INTUC the pro-socialist group within the Congress did not support the federation and their trade union remained with the AITUC. The socialists formed the HIND MAZDOOR PANCHAYAT (HMP) in 1948, later on known as HIND MAZDOOR SABHA (HMS).

In 1949, some unions of Socialist Party, Marxist group decided to form their own federation, i.e. THE UNITED TRADE UNION CONGRESS (UTUC). In 1952 the Bhartiya Jansangh a political party was formed and in 1955 it initiated a other trade union centre known as "BHARTIYA MAZDOOR SANGH" (BMS). In this all however, till 1970 the most important trade union centres in the country were INTUC, AITUC and HMS.

In 1970 the CPI(M) Communist party of India (Marxists) decided to set-up another trade union centre known as (CITU) CENTRE FOR INDIAN TRADE UNIONS which took away a large section of unions from the AITUC.

Thus the underlying feature of the trade union scenario is: Proliferation of political parties results in proliferation of trade unions. A number of large enterprises especially of the multinational
companies have their internal unions which are run by their own members and they have no affiliation to any federation.

Thus we can see that the trade union movement which was united before independence but stands badly divided later on. This has considerably weakened the labour movement. The mushrooming of unions make it difficult for working class to get proper representation in the national policy making bodies like INDIAN LABOUR CONFERENCE (ILC). The Government of India has laid down three conditions for recognition of national Trade Union Centres:

1. First, the centre must have a total membership of 5,00,000.

2. Second, its membership must be spread over at least four states.

3. Third, the membership must be in at least four industries.

Thus, there are only seven such centres which are recognized as national federations. These are:

01. INTUC - INDIAN NATIONAL TRADE UNION CONGRESS.
02. BMS - BHARATIYA MAZDOOR SANGH
03. CITU - CENTRE FOR INDIAN TRADE UNIONS.
04. HMS  - HIND MAZDOOR SABHA
05. AITUC  - ALL INDIA TRADE UNION CONGRESS
06. UTUC(BB)  - UNITED TRADE UNION CONGRESS
07. UTUC(LS)  - UNITED TRADE UNION CONGRESS.

Thus because of the multi-unions unionism, the number of unionised workers is very low, also it is difficult to state the actual number of members of Trade Unions as there is no authentic data on this.\(^1\)

6.3 TRADE UNION MOVEMENT IN SUGAR INDUSTRY IN INDIA:

The sugar industry has a unique place in Indian economy and particularly rural economy. Sugar factories constitute a focal point of growth in rural India. The sugar industry has transformed the agricultural front and socio-economic rural development. The industry has provided the employment to millions of labourers directly and sugarcane growers and farm labourers indirectly.


In the sugar industry there are permanent workers and seasonal workers as well and the contract labour in the factory premises. The labour of sugar industry also cannot be exception to the world of trade unionism. But the trade union movement in sugar industry in India has no long history. Some of the trade unions at the national level could be given as below:

01. Indian National Trade Union Congress (INTUC), 1947.
02. All India Trade Union Congress (AITUC), 1920.
03. All India Hind Mazdoor Sabha (HMS), 1948.
04. Indian National Sugar Mills Workers Federation.
05. Centre for Indian Trade Unions (CITU), 1970.
06. Bharatiya Mazdoor Sangh (BMS), 1955.
07. United Trade Union Congress (UTUC), 1949.
08. All India Sugar Workers Coordination Committee.

The sugar factories have their unions at the factory level and those unions are affiliated to state level organisations and the state level organisations are affiliated to central level. The dominance of the central level organisation in the state is the result of dominant leadership in the State.

For example, in Maharashtra State, there are two major trade unions at the state level namely
Maharashtra’s Rajya Sakhar Kamgar Pratinidhi Mandal influenced by Congress & Socialist ideology and second is the Maharashtra Rajya Sakhar Kamgar Mahasangh influenced by Communist ideologies. These state level organisation have their affiliation to Central level organisations.

**TRADE UNION MOVEMENT IN MAHARASHTRA:**

The Trade Union movement in Maharashtra in sugar industry actually started in a organised way only after 1950 onwards with the development of cooperative sector in sugar industry. In fact in Maharashtra, there are two major state level trade unions in sugar industry. The Unions could be cited as below:

1. Maharashtra Rajya Sakhar Kamgar Pratinidhi Mandal.

Source: 1. Interview of General Secretary,
Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC), Shrirampur.
The above state level organisations are affiliated to National level organisations. Also they are linked down to factory level unions. They have been narrated as below:

01. Maharashtra Rajya Sakhar Kamgar Pratinidhi Mandal:

   It is a separate body formed by various organisations of the state with different ideologies, namely Hind Mazdoor Sabha, INTUC, Lal Nishan Party, etc. But this is not affiliated to INTUC as such. It has separate entity and this is for Maharashtra only, it is influenced by Congress and socialists ideology.

2. Maharashtra Rajya Sakhar Kamgar Mahasangh:

   This is also state level organisation of sugar workers of which the Head office is at Ahmednagar. The union is influenced by Communist ideology (Lal Nishan). Nearly in the state of Maharashtra 40 factory unions are affiliated to Mahasangh. Every year affiliation fees Rs. 500/- is to be paid by each member union to MRSKM as affiliation fees. The two representatives of each factory level union are taken on the executive committee of Mahasangh at Maharashtra level. For the affiliation of the member factory union to MRSKM, the factory union has to submit their resolution, authorisation, annual returns, copy of
constitution and fees of Rs.500 every year is to be paid. The tenure of the executive body is three years.

3. Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC)

The MRRSKF is purely a branch of INTUC. The Head office is at Shrirampur. The MRRSKF has been established in the year 1965. The Federation is affiliated to INTUC at National level. Nearly 60 factory level unions of the state are affiliated to MRRSKF. The federation has got provision for raising a separate fund for political purposes but actually no political fund has been raised. The tenure of executive body is 5 years. The Federation has affiliation to Indian National Sugar Mills Workers Federation at National level.

Trade Union Movement in Marathwada Region:

In Marathwada region the trade union movement particularly in sugar cooperatives has no history. The unions are factory level unions. These factory unions are affiliated to state level organisations. It is found that the unions in Marathwada are not

Source: 1. Interview of G.S. Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC)

318
regular and particular in paying their affiliation fees even to their state level bodies.

The Maharashtra Rajya Sakhar Kamgar Mahasangh official said that in Marathwada nearly 11 factories have been affiliated to Mahasangh. Other factory unions of this region are either affiliated to Maharashtra Rajya Sakhar Kamgar Pratinidhi Mandal or Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC).

The workers of Marathwada Sugar cooperatives have found to be less union conscious. They are influenced more by the management of the factory.

The Prolonged Demands Presented by All India Sugar Workers Coordination Committee (Maharashtra State Branch) as on 17th January 1974 before Government of Maharashtra:

The Maharashtra State level workers’ federations and unions are struggling in the interest of the labour of sugar cooperatives. Some of the important demands have been cited here:

Source: 1. Interview of General Secretary, Shrirampur Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC).

2. Interview of Office Bearers, Maharashtra Rajya Sakhar Kamgar Mahasangh. (Lal-Nishan), Aurangabad.
1. New pay scales
2. Implementation of classifications of workers and new gradations.
3. Time bound promotion scheme.
4. Retention allowance at 75% and it should be paid within one month of the cane crushing seasons starts.
5. Gratuity of one month salary to permanent and seasonal workers.
6. Maternity leave for lady workers for 3 months.
7. Supply of uniforms to few category of workers every year before the season starts.
8. Medical Allowance of Rs. 300/- per month.
9. Leave travel allowance of Rs. 2000/- per year.
10. Education Allowance of Rs. 150/- per month to the children of sugar workers.
11. Conveyance allowance of Rs. 250/- per month to those who have not been accommodated in the staff quarters of the factory.

In view of the above representation on 19th October 1994 at the Rajaram Bapu Patil SSK Ltd., Sakharale site the very important convention was organised by Maharashtra Rajya Rashtriya Sakhar Kamgar
Federation (INTUC), Shrirampur. On the basis of acceptance by the Chief Minister of Maharashtra, the Bipartite Committee was constituted on 1st October 1994 and the historical agreement took place on 29th January 1995 at Pune for labour of sugar industry. In these activities there was active participation of all India sugar workers coordination committee Maharashtra State Branch.

According to the agreement the workers of allied industries, excluding paper and pulp industry workers also started getting pay scale - D.A. - Leave facility - Bonus and other facilities as in the sugar industry with effect from 1st April 1994 onwards¹.

Source: 1. Maharashtra Sakhar Udyogatil Kamgarasathi Mahatvapurna Karar, Govindrao Adik,
Published by - Babanrao Pawar, Secretary,
Maharashtra Rajya Rashtriya Sakhar Kamgar Federation (INTUC), Shrirampur.
Table 6.1: Statement showing the information about the trade unions in the factories for the study as on 31st March 1997.

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Name of the Factory</th>
<th>Name of the Trade Union</th>
<th>Year of Estt.</th>
<th>No. of Affiliated members</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Siddheshwar SSK Ltd.</td>
<td>Sillod Taluka Sakhar Kamgar Union.</td>
<td>Jan.'92</td>
<td>750</td>
</tr>
<tr>
<td>2</td>
<td>Samarth SSK Ltd.</td>
<td>Samarth Sakhari Sakhar Karkhana</td>
<td>Jun.'90</td>
<td>762</td>
</tr>
<tr>
<td>3</td>
<td>Jai-Bhawani SSK Ltd.</td>
<td>Jaibhawani Sahkari Sakhar Karkhana</td>
<td>1978</td>
<td>668</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Manjara Shetkari SSK Ltd.</td>
<td>Manjara Sakhar Kamgar Sanghatana</td>
<td>1987</td>
<td>683</td>
</tr>
<tr>
<td>5</td>
<td>Terana Shetkari SSK Ltd.</td>
<td>Osmanabad Jilha Rashtriya Sakhar Kaagar Sangha</td>
<td>1969</td>
<td>876</td>
</tr>
<tr>
<td>6</td>
<td>Purna SSK Ltd.</td>
<td>Parbhani Jilha Sakhar Kamgar Union</td>
<td>1980</td>
<td>904</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Godavari-Manar SSK Ltd.</td>
<td>Godavari-Manar Sakhar Kaagar Union</td>
<td>1983</td>
<td>907</td>
</tr>
</tbody>
</table>

Source: 1. Record of the Trade Union Office.  
2. Interview of Trade Union Leaders.
6.4 TRADE UNION MOVEMENT AND LABOUR RELATIONS IN THE FACTORIES SELECTED FOR THE STUDY

1. Trade Union Movement and Labour Relations in Siddheshwar SSK Ltd:

The Trade Union in Siddheshwar SSK Ltd., Sillod has been established by the employees of the factory in the year January 1982. The registered name of the union is "Sillod Taluka Sakhar Kamgar Union, Maniknagar". It is factory level organisation. The union is affiliated to the National level (INTUC) Indian National Trade Union Congress. All the employees nearing 750 are the members of the union including permanent and seasonal.

The monthly subscription towards the union is Re. 1 (One Rupee) per month per member. But this subscription is collected from the workers generally at the time of yearly bonus paid. Means at that time Rs. 12 are deducted from their amount of bonus. The union office is in the premises of the factory, built up at the factory cost. Of course the office is made of tin shade. The electricity charges of union office are borne by the factory itself.

The union office maintains the membership register. It has been found that the union has no separate fund for political purposes. As per Trade Union Act, the accounts of the union are audited every
year as per rules. The tenure of the executive body is one year period. It means every year the office holds the elections. The office calls monthly meetings (every month) and if necessary the emergency meetings may also be held.

**Labour Relations:**

The union leaders were interviewed and open-heartedly they opined that the labour-management relations in the factory are absolutely fair. They have no grievances of any kind. Whenever management meetings are held the workers representatives are also invited. They are treated on par with other directors. The representatives are paid the meeting allowance also.

It has been found that the payment of salaries and wages are paid regularly. Of course, the permanent employees of the factory are paid regularly. While the seasonal workers are paid retaining allowance as per the third wage Board, but not monthly. So it is paid when the crushing season starts. It is but natural that factory finds financial difficulties.

Yearly bonus is paid generally at the time of Diwali Festival. Sometimes it gets late depending
on situation. The rate of bonus also depends on the profit earned during the year.

If an employee of the factory is dead may be by accident or natural, all the employees of the factory pay their one day salary to the dependents of the deceased, as financial help. So are the cordial and hearty relations.

2. Trade Union Movement and Labour Relations in Samarth SSK Ltd:

The trade union in Samarth SSK Ltd., Ankushnagar has been established by the employees of the factory in the year June 1990. The registered name of the union is "SAMARTH SAHKARI SAKHAR KARKHANA KAMGAR SANGATHANA", Ankushnagar. It is a factory level organisation. The union is affiliated to the National Level (INTUC) Indian National Trade Union Congress. All the employees of the factory nearing 762 are the members of the union including permanent and seasonal.

The monthly subscription towards the union is Rs.2 per month per member, deducted from the salary

Source: 1. Office record of the Trade Union.
2. Interview of Trade Union Leader.
generally in the month of January every year for all twelve months as lumpsum. The office for the Trade union is provided by the factory. The electricity charges are borne by the factory itself.

The union office maintains the membership register. The union has no separate fund for political purposes as such. As per the Trade Union Act the accounts of the union are audited every year as per rules. The tenure of the executive body of the union is one year. It means every year the office holds the elections, and as per rules the new body comes in existence.

**Labour Relations in the Factory:**

The union leaders were interviewed and they open-heartedly said that the labour-management relations in the factory are absolutely fair. They have no grievances of any kind. The chairman and the board of Directors and Management take every care to maintain harmonious relations between the two. The workers representative has been associated in the affairs of the management.

It has been found that the payment of wages and salaries are made regularly. The payment of bonus is made at the time of Diwali. The bonus is paid
between 8.33 to 12.00 percent depending on the profit earned during the year. The ex gratia is also paid of course depending on the profits. Ex gratia means when the bonus is paid beyond 8.33 percent. According to the Act the factory must pay bonus at 8.33 percent. It is compulsory. There may be either profit or loss. The workers must get bonus every year at 8.33 percent. Now-a-days sugar factories are calling the excess amount paid as ex gratia.

In the factory the office bearers of the union researcher has found them very constructive in their thinking. In the sense they said as to why there should be unnecessary clashes between the labour and management when they are paid regularly. A sense of belonging was found in this factory. The reason for this as they said is that they are not only employees of the factory but they are members of the factory also. They are suppliers of sugarcane. So they are member-employees.

Source: 1. Office Record of the Trade Union.
2. Interviews of the Trade Union Office Bearers.
3. Trade Union Movement and Labour Relations in Jaibhawani SSK Ltd:

The trade union in Jaibhawani SSK Ltd, Shiwaji Nagar has been established by the employees of the factory in the year 1978. The registered name of the union is "JAIBHAWANI SAHAKARI SAKHAR KARKHANA KAMGAR UNION, Shiwaji Nagar". It is a factory level organisation. The union is affiliated to the National level (INTUC) INDIAN NATIONAL TRADE UNION CONGRESS. All the employees of the factory nearing 668 are the members of the union including permanent and seasonal.

The monthly subscription to the union is Re.1/- per month per member generally deducted from the monthly pay sheet of the employees. The office of the trade union is in the factory premises.

The union office maintains the membership register. The union has no separate fund for political purposes, as such. As per the Trade Union Act the accounts of the union are audited every year as per rules. The tenure of the executive body of the union is one year. It means every year the office holds the elections and as per rules the new body comes into existence.
Labour Relations in Jaibhawani SSK Ltd.:

The union leaders of the factory were interviewed and they opined very frankly that labour-management relations in their factory are good. They have no grievances of any kind. The chairman and the board of directors and management takes every care to maintain harmonious relations between the two. The workers representative has been associated in the affairs of the management.

It has been found that their payment of wages and salaries are made regularly. The payment of bonus is made at the time of Diwali between 8.33 percent to 16 percent. An employee whose salary is upto Rs.3,500/- per month is eligible for bonus. Above Rs. 3,500/- salary there is no bonus. But that person gets exgratia amount. This exgratia is calculated on the basis of the total salary of the last year of service. The rate of exgratia depends on the basis of earned during the year.

For example - total salary of Mr. A of the year is Rs. 40,000 and 11 percent is the exgratia fixed. So 4,400/- rupees will be paid as exgratia to him. It means a person not getting bonus, gets exgratia.
The same way if the management desires to pay bonus above 20 percent it could be done but it will be called as ex gratia, because it is a rule that bonus rate may range from 8.33 to 20 percent only. If it is above this, upto 20 percent that bill will be prepared as bonus bill and above 20% is ex gratia bill\(^1,2\).

4. Trade Union Movement and Labour Relations in Manjara Shetkari SSK Ltd.:

The Trade Union in Manjara Shetkari SSK Ltd. has been established in the year 1987. The registered name of the union is "Manjara Sakhar Kamgar Sanghatana, Vilasnagar". It is a factory level organisation. The union is affiliated to INTUC. All the employees of the factory nearing 683 including permanent and seasonal are the members of the union.

The monthly subscription to the union is Rs.2/- and it is collected from the bonus amount itself. The office of the trade union is at the factory site. It is built up at the factory cost. Furniture, electricity, water for the office is provided by the factory itself.

Source: 1. Office record of the Trade Union.
2. Interview of Trade Union Leader.
The union office maintains the membership register. The union has no separate fund for political purposes as such. As per the trade union Act the financial accounts of the union are audited every year as per rules. The tenure of the executive body is three years. It means after every three years elections are held and as per rules new body comes into existence.

**Labour Relations in Manjara SSK Ltd.:**

The trade union people of the factory said proudly that the actual per day production of sugar itself is the right indication of labour relations in the factory. Salaries are paid regularly. Bonus payment is regular every year. There is representation of workers on the management. Implementation of recommendations of III Central Wage Board for sugar industry and Health Welfare and Security measures and the provisions of the labour Acts are satisfactory. There are no retrenchments, unfair Labour Practices, strikes etc. Things are going very smoothly. The factory has quite satisfactory crushing season period. No shortage of sugarcane. Recovery is better. So in all respect labour relations are absolutely fair. Workers are thinking in creative way. "We have RamRajya in our factory", these are the words of union
leader. "One should be always constructive and not destructive in the industrial sector and particularly cooperative sector". These are the words of employees. There is perfect cooperation and coordination.

5. Trade Union Movement and Labour Relations in Terana Shetkari SSK Ltd:

The Trade Union in Terana Shetkari SSK Ltd. has been established in the year 1969. The registered name of the union is "Osmanabad Jilha Rashtriya Sakhar Kamgar Sangh, Teranagar". It is a factory level organisation. The union is affiliated to INTUC. All the employees of the factory nearing 876 are the members of the union including permanent and seasonal workers.

The monthly subscription is Re. 1/- per member, and this amount is collected at the time of bonus only. The office of the Trade Union is at the factory site.

The union office maintains the membership register. The union has no separate fund for political purposes as such. The financial accounts of

Source: 1. Interview of Trade Union Office bearer and leaders.

2. Interview of L & W Officer.

332
the union are audited every year as per rules. The tenure of the executive body is five years means after every five year there will be elections and new body.

**Labour Relations**:

Salary payment is regular. The payment of bonus and ex gratia has ranged from 8.33 to 26% in the years. The employees are getting the facilities as per rules. The factory is getting the supply of sugarcane sufficiently. The season period is satisfactory. In view of the plus points the Labour relations in the factory are quite harmonious. Whenever there are some problems they are solved by joint consultation between trade union and management.

6. **Trade Union Movement and Labour Relations in Purna SSK Ltd.**:  

The Trade Union in Purna SSK Ltd. has been established in the year 1980. The registered name of the union is "Parbhani Jilha Sakhar Kamgar Union". It is supposed to be the district level organisation. But only two factories of the district namely Pathri and Purna are the members of the union. The union is affiliated to Lal Bawata (Red flag) having the

Source: 1. Interview of Trade Union Leaders of the factory.  
2. Office record of Trade Union.
Communist ideology. All the employees of the factory nearing 904 are the members of the union including permanent and seasonal workers.

The monthly subscription of members to union is Rs.2/- per month, collected from the bonus amount at once for the year. The office of the trade union is rent-free situated in the factory premises. The union has furniture of its own. While the office electricity charges are borne by factory itself.

The union office maintains the membership register. The union has no separate fund for political purposes. The financial accounts of the union are audited every year as per rules. The tenure of the executive body is one year as per the by-laws of the union.

**Labour Relations:**

In the factory the union is of communist ideology and little bit aggressive. There is definitely the difference between the ideology of INTUC and Lal Bawata (Red Flag). The salary payment of the employee is found little bit irregular for want of finance. Even there was a short of funds for the disbursement of the payment to cane grower and so the payment of salary. The non-payment of salary ranges
from 2 to 4 months. Bonus is paid at the time of Diwali that too in two installments. Actually there is no workers representation on management. In the enquiry it is found that the management had invited the representation but it was refused by the union as a protest. There is representation for union but through a coordination committee. In view of the above consideration and points the relations found to be presently fair.

1. **Trade Union Movement and Labour Relations in Godavari-Manar SSK Ltd:**

   The trade union in Godavari-Manar SSK Ltd. has been established in the year 1983. The registered name of the union is "Godavari Manar Sakhar Kamgar Union". It is a local level union. The union is affiliated to INTUC. All the employees of the factory nearing 807 are the members of the union including permanent and seasonal workers.

   The monthly subscription is Rs.3/- per month collected in the last month salary i.e., December in lumpsum. The office of the trade union is in the factory premises under the tin shade at no rent basis, even the electricity of the office also is borne by the factory.

Source: Interview of Trade Union Leaders.
The union office maintains the membership register. The union has no separate fund as such for political purposes. The financial accounts of the union are audited every year as per the rules. The tenure of the executive body is 5 years as per the laws.

Labour Relations:

Salary payment of employees is sometimes regular but sometimes depending on the season. Bonus is paid regularly at the time of Diwali may be sometimes in two installments. The workers working in the factory are mostly coming from the factory area of operation. Means nearly 90 percent recruitment is from the area and they are not only employees but many of them they are sugarcane growers and suppliers of the sugarcane to the factory. In view of the above considerations and prints the relationship between the management and workers is absolutely fair and co-operative. The workers representation is there on the management. Thus the labour relations are harmonious.

Source: 1. Interview of Trade Union Leaders.
6.5 CONCLUSION:

At the national level for the sugar industry, there is no long history of trade union movement. At present the national level trade unions centres working are not specialised trade unions or federations for only sugar industry but those federations are the parental bodies.

In the state of Maharashtra there are only two major Trade Unions viz. Maharashtra Rajya Sakhar Kamgar Mahasangh and Maharashtra Rajya Sakhar Kamgar Pratinidhi Mandal and they have their affiliations to central organisations. Also at the local level or factory level there are trade unions and they have affiliations to the state level organisations. Some of the important findings of the study are as below:

1. The trade unions are named after generally the taluka, factory name or district and they have the local base.

2. The trade unions have not raised any special funds for political purposes.

3. The trade unions are pro-establishments.

4. Monthly subscriptions for individual members towards the union ranges between Rs. 1 to 3 only.
5. The trade union offices are situated in only the factory premises and the management has provided accommodation for the union office on no rent basis. Furniture, office electricity charges are borne by the factory itself.

6. Out of seven factories of the study, six unions are affiliated to INTUC while one union only is affiliated to Lal-Nishan (Red flag).

7. Almost all the employees of the factory are members of the trade union.

8. Membership registers and financial accounts are maintained by trade unions and also audited every year as per rules.

9. The tenure of executive bodies ranging between 1 to 5 years as per by-laws.

10. The trade union leaders are most social conscious, very cooperative and creative to the goals of management. They have the sense of responsibility.

11. The relation between labour and management are fair, harmonious and cooperative. There are hardly any grievances.
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