are always enthusiastic to solve their job difficulties whereas the another reason of feeling very free as stated by 1.33% of the total respondents is, the superiors are co-operative and sympathetic by nature.

The table further indicates that some respondents do not feel very free but they feel fairly free, 14% of the total respondents put forth the reason that the superiors are not always in mood to listen their difficulties. These two reasons lead them not to be very free or to be fairly free only in taking over their job difficulties to the superiors. About 28% of the total respondents do not feel so free because the superiors are always busy with other matters, they are not always in mood to listen in difficulties of workers and some superiors are not tempered.

It seems from the table that most of the respondents do not have any such feeling. The main reason behind this is, absence of particular employer or management. 34% of the total 300 respondents have put forth this reason and all of them are non-industrial workers. Very few i.e. 5.33% have said that they do not have any job difficulty.

It may be concluded that very few workers feel very free in discussing their job problems to the superiors. It is mainly due to a absence of very good employer-employee relations, lack of understanding capacity on the part of superiors.

Taking over difficulties connected with job is an important aspect of employer-employee relationships.
Likewise, discussing the problems not bearing upon the job directly, with the superiors is also equally important.

The below table shows that how the workers feel in discussing their problems not connected with job directly with superiors.

**TABLE NO. 54**

CLASSIFICATION OF 300 INDUSTRIAL AND NON-INDUSTRIAL RESPONDENTS ACCORDING TO THEIR FEELINGS ABOUT DISCUSSING THE PROBLEMS NOT BEARING UPON JOB DIRECTLY WITH SUPERIORS (MARATHWADA 1985-86)

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Nature of Feeling</th>
<th>Industrial Market</th>
<th>Non-industrial Market</th>
<th>Railway</th>
<th>S.T.</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Very Free</td>
<td>04</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>04</td>
<td>01.33%</td>
</tr>
<tr>
<td>2.</td>
<td>Fairly Free</td>
<td>22</td>
<td>09</td>
<td>01</td>
<td>-</td>
<td>32</td>
<td>10.67%</td>
</tr>
<tr>
<td>3.</td>
<td>Not so free</td>
<td>50</td>
<td>10</td>
<td>04</td>
<td>01</td>
<td>65</td>
<td>21.67%</td>
</tr>
<tr>
<td>4.</td>
<td>Do not discuss</td>
<td>74</td>
<td>56</td>
<td>45</td>
<td>24</td>
<td>199</td>
<td>66.33%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>150</td>
<td>75</td>
<td>50</td>
<td>25</td>
<td>300</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

The above table shows that very few respondents feel very free in discussing their personal problems with superior authorities. The percentage of such respondents is 1.33% only and none of them is non-industrial workers.

About 10.67% respondents belonging to both industrial and non-industrial establishments expressed their feelings
as fairly free and 21.67% said that they do not feel so free in discussing their personal problems with their superiors.

It should be noted here that two third of the total respondents replied that they do not discuss the problems not bearing upon job directly, with superiors. It seems that 37.18% of such respondents belong to industrial establishment. It indicates that the non-industrial workers do not have a tendency of discussing their personal problems with their employers.

It was reported by four textile workers, who feel very free in discussing their problems not connected with job that they feel so because the superiors always enquire about their domestic problems and they try to solve them.

Some respondents expressed that they do not feel so free mainly because of the superiors do not try to help and the superiors are antagonistic towards subordinates.

It may be said that a system of taking over personal problems not bearing upon job directly with superiors or listening and enquiring about the domestic problems of the workers is not prevalent. Neither the workers feel free nor the employers take interest in enquiring into the domestic problems.
CHAPTER IX
SUMMARY OF MAJOR FINDINGS.
CONCLUSIONS AND SUGGESTIONS.
CHAPTER No. 9

SUMMARY OF MAJOR FINDINGS AND CONCLUSIONS:

The present work aims at describing, analysing and thereby establishing the linkages between the various aspects related to working class movement and employer-employee relations. I have gathered the information required from different 345 respondents and also it is supported by documentary sources and published work. The efforts have been made in interpreting the same after tabulating. The information on certain aspects has not been tabulated, however, it is interpreted under respective sub-titles. The present study is a small project. It is undertaken with some main objectives in view. One, to get a comparative picture of the problems, working conditions, wages and facilities provided to industrial and non-industrial working population; two, to know employer-employee relations at work; third, to make a study of labour organisations contribution in wellbeing of the workers, outsiders in labour movement, their role and necessity and fourth, to know whether different types of workers are satisfied with their job, functioning of unions, union leaders. And also to get opinions of union leaders about the responses from the workers, employer’s attitudes, difficulties and limitations in their functioning and about labour movement at large. The analysis is made in the light of labour movement on national level and growth and development of the movement in the region in particular. While making an analysis of the data, a
comparative approach was constantly kept in mind throughout the thesis.

In this concluding chapter I may summarise the findings of the preceding chapters that have sought to study the problems of industrial and non-industrial workers occurring in some selected establishments of Marathwada region.

A personal information about age and marital status of the 300 industrial and non industrial workers was sought. It is essential, though not surprising to note that a finding in connection with age of the respondents is not an 'unexpected' one. Not a single industrial worker was found who has crossed sixty years of his age. It is mainly due to a fixed retirement policy as after completion of particular age limit the industrial workers are automatically retired. On other hand since the non industrial workers are not protected by retirement rules they continue to engage in hazardous work upto late years of their life. However, most of the non industrial workers under present study have not yet crossed their forty years of age while most of the industrial workers are above forty years. The non-industrial workers of younger age predominate in the sample as compared to industrial workers.

As far as marital status of these respondents is concerned majority workers are married. One widower, railway coolie and two widows from market yard coolies
are found. The widows are not interested in the working
class movement as they are basically unhappy with their
family life or do not have any other liability in life.
Age has been recognised as an important variable in
determining political attitudes. As far as the age of
union leaders and employers is concerned it is found
that little more than three fourth union leaders are
below 50 years.

Administrative Officer, a personnel Officer, a
spinning and weaving Master, Labour welfare officer or
a Station Master, Station Superintendent stand incharge
have been interviewed as employers, who are governed
by certain rules of retirement. They have not therefore
crossed sixty years of age but the employers from market
yards remain as owner and employer till the late years of
their age and therefore it is found that some of these
employers have crossed seventy years of age.

Education is a moulding process. It plays a vital
role in giving shape to different personalities. The
information regarding educational level of all the three
parties i.e. employer, employee and union leaders was sought.
I found that extent of illiteracy is seen more amongst non
industrial workers. I also found that the employers from
textile industry under study are highly educated while the
employers from market yards have obtained education up to
primary or secondary level. The employers representatives
from S.T. and railway establishments are moderately educated
i.e., they are either S.S.C. or graduates. Union leaders are not highly educated. I conclude that educational level of the workers and employers depends upon the nature and type of their organisation.

Workers interest in work, efficiency, awareness is also related to the type and size of family. I found that the percentage of textile workers living in nuclear families is less as compared to non-industrial workers. It may be said that semi joint family is still favoured by the workers as it assures security to old age. However, the trends towards the nuclear family is increasing. I found from the informal discussions with the workers that due to more number of dependents and family liabilities they are unable to contribute in union activities. Family responsibilities have also led them to be afraid off every time, and therefore they are not prepared to fight against bad evils and injustices.

ECONOMIC ASPECT:

From the analysis of monthly income of the respondents and dependent family members, I found that the industrial and non-industrial worker is not sound in his economic status. A worker has to pull on the burden of family on a very low income. The standard of living of families with larger number of dependents was thus found to be badly affected. This may result into inability to extend higher educational facilities for the family members. The family forms an important part of worker's social background. Worker's behaviour at workplace is reflected through
this social background. It was found that income of industrial worker through salary is inadequate to fulfill the family requirements. The economic condition of non industrial worker is more worse as compared to industrial worker. There is no surety of fixed monthly income in case of 90% non-industrial workers. Among these also about 41% are not getting compensation in cash. They are the market yard coolies who get wasted food grain as their compensation ranging from 4 Kg. to 13 Kg. per day.

A question regarding the length of service was asked to 300 industrial and non-industrial workers. From the analysis I found that the industrial workers have a tendency to associate themselves with the same establishment for a long time as they are more protected by labour legislation. Though the non industrial workers are not protected by law, in absence of other alternative they too are found, associated with present work since many years. It may be said that the textile workers stick up to their job and establishment because of permanent nature of their job while the coolies on other hand also do not move from one place to another due to their unemployability in skilled jobs.

The table No.18 clearly speaks that more than two third of the total industrial and non-industrial workers were not working anywhere prior to present job. I may conclude that the industrial worker stick up to a same job for many years as he is governed by certain rules
of retirement while a non industrial worker also stick up his job because of many factors along with unemployability.

Long association of a worker with particular work or work organisation do not necessarily relate to his satisfaction. One may argue that a dissatisfied worker do not stick up with the same job for a long period or who has devoted long time for one service may not be dissatisfied. It needs to be criticised because stability and satisfaction are not related at all the times. I found that even a job stability, security of service do not lead a worker to remain satisfied, since most of the workers under investigation are not satisfied or there is some degree of discontentment. However, it is more amongst non-industrial workers. The main reasons of discontentment were found as inadequate compensation, insecurity, lack of welfare amenities and so on. It was found that everybody is having a grief of low wages, inadequate compensation and in such a situation few were found who are fully satisfied with their pay. It may be due to a other source of income or having no liabilities or may be due to a tendency of remaining satisfied in the low income.

The working hours of the workers is also an important aspect of the labour movement.

Generally, longer the hours of work, the greater is the fatigue. An overworked worker becomes incapable of doing more and satisfactory work. The labour movement in
the beginning in India, had to experience the struggle against reducing the long and excessive hours of work. Industrial disputes have often taken place with regard to the reduction in working hours and have brought about cessation of production. I found here that the industrial workers have not to work for more than eight hours per day as they are governed by factories Act, 1948. On other hand I found that the working hours of non-industrial workers have not been fixed by any such act. The market yard coolies and the S.T. and railway coolies have to stay in the premises for long hours, ranging from 8 to 24 hours. "How many hours you have to work in a day" ?, was the question and many railway coolies replied, "No fixed working hours are there". It depends upon arrival and departure of train. From the analysis of table No.18 and 19, I may conclude that in absence of fixed working hours, the non-industrial workers have to stay for more time in the premises as compared to industrial workers. Staying in the premises for long time may result in to more economic gain as they wait for farmers and passengers coming in market yards and railway/S.T.stands respectively. It is surprising to note here that "reduction in long and excessive hours of work" was one of main cause of disputes in the beginning of labour movement in India and also in other countries too. It is possible due to organised efforts of working class in India that the work hours have been reduced to eight hours but still 'reduction in working hours' has not become a major demand of non
industrial workers in absence of their organised efforts. They seem to be very neutral in getting their working hours reduced. I tried to go into deep about this neutral attitudes of non industrial workers and their unions too in connection with reducing the working hours. I found as a result of my curiosity, that in absence of fixed employer employee system this neutral attitude has been developed. In case of all types of coolies no fixed employer is observed. So the coolies come across to variety of passengers throughout a day. Whereas the farmers coming to market yards become the employers of market yard coolies for a very short period. Question of reduction in working hours in these categories arises then and then only when some working hours are fixed by some employer or some machinery. Since the working hours of coolies have not been fixed, many times it is a pleasure for them to stay more in search of more work. If they go early to home, it will be an economic loss.

The same thing was found as far as the rest intervals, rest pauses leaves and holidays are concerned. It is shown in table No. 20, and interpretation that the industrial workers get rest interval of half an hour as per the factories act of 1948 whereas the timings of rest intervals are not fixed in case of non-industrial workers. I found that some times the non-industrial workers enjoy more interval and rest pauses due to a nature of their work and organisational setup too. The non-industrial workers said, 'There are no fixed timings of our rest and pauses.
When no work is there, that is only our rest period. However, on other hand, a break of half an hour to industrial workers is also inadequate. I found that the workers stop operation of machine and rush to canteen for meal. It takes about 10-15 minutes to go to canteen, to wash the hands and to come back to their machines. The food is consumed within 10-15 minutes and they rush to operate machines immediately after taking meal which may cause to their digestive system. It may result in to inefficiency of the workers, and ultimately strain relations with the Supervisors. Even a system of leave and holidays also differ. The industrial workers do get the leaves, sick leaves, privilege leave and non industrial workers under study do not. They do not have a free day with wages to keep away themselves from monotonous work. I found that the non-industrial worker do not take leave unless for very serious reason since availing of leave results into their economic loss.

I thought that occurrences of accidents and labour movement and employer-employee relations too are closely related since the unions of the workers immediately take the cognizance of such accidents at workplace and they also fight for safeguarding the worker's interests. It may result in to strained relations, inefficiency. Infact operation of machines is more hazardous and risky job as it also requires a continuous concentration of the workers on their machines. However, it appears from
the present study that the percentage of accidents in case of industrial workers is low as compared to non industrial workers but it is not negligible. The work of the coolies like loading and unloading, carrying grain bags on 'backs', weighing may give birth to occurrence of accidents. I found that though the degree of accidents. I found that though the degree of accidents of industrial workers is low as compared to non industrial workers, a more percentage of major accidents like blood injury, cutting of hand, finger is seen amongst industrial workers only. I found that the accidents resulting in blood injury in market yards, occur mainly because of sharp metal bottom of the balance. I may conclude that the textile workers come across to major accidents while non industrial workers come across to minor, casual accidents. I found that the position of the industrial workers is comparatively more better than the coolies as far as compensation of accidents is concerned. They are entitled for benefit of accidents compensation as per the provisions made in employees state Insurance Act and the non industrial workers are not benefitted by such provisions. I found that even the industrial workers also not satisfied with the malpractices which they experience regarding the benefits of accidents which also results into bad employer-employee relations. Unions of non-industrial workers have not yet achieved success in getting benefits of accident's compensation to non-industrial workers.
I found from the analysis and from documentary sources too, that the condition of the labourers' organisation in non industrial setups is not satisfactory. Irrespective of one union in every non industrial establishment under study a union is not successful in improving a lot of non industrial workers. I found that the non industrial workers do not give much response, nor the unions can do much for the unity of workers. In fact it was my assumption that if one union is there, it remains more efficient and more powerful but here in present study I found that even though there are four unions in textile industry under study, two of them are equally powerful. I also found that caste factor can not be a base of organizing the workers. Com. Anant Nagapurkar, Com. Karunabhadi Choudhary, Com. Habibhai brought to the notice of mine that the efforts were made by some people to divide the unity of working class on caste basis in Nanded Textile Mills during the Nizams period. The muslim workers were asked to form a separate union. The union viz. 'Pila Bawata Union', was also formed as an opposition union to 'Lal Bawata Union'. (The Osmanshahi Mill workers union is popularly known as Lal Bawata Union) All the muslim workers were appealed to disassociate themselves from Lal Bawata Union and to join 'Pila Bawata Union'. 'Pila' i.e. Yellow was the colour of Nizam's flag. But efforts to divide the working force on caste basis were remained unsuccessful. The labourers organisations
existed into railway and S.T. and market yard establishments have also not been formed on caste basis.

The present study is confined to the unionised workers only. The sample of 300 unionised workers was selected with the help of union leaders. But I found during the period of data collection that eight market yard coolies told that they are not the members of unions whereas six market yard coolies expressed in straight way that there is no union. One may argue that these workers could have been deleted from the sample because the sample comprises of unionised workers only. As I have mentioned in the chapter of Methodology too, the sample was selected with certain precautions after a discussion with union leaders only. Later on at the time of data collection eight market yard coolies expressed that they are not the members and six told that no union is in existence. It is surprising to note that though the union of market yard coolies is in existence which is known as hamal panchayat and its functioning is comparatively better than that of S.T. and railway coolies union, 8% of total market yard coolies do not know about its existence and 11% are not members. I found this contradiction mainly because of dissatisfaction and negative attitude of these workers towards their union. The union membership is of course voluntary. The AITUC and recognised union INTUC in Nanded Textile Mills constitutes the largest percentage and the RKU and CITU made a very poor show.
Economic considerations are important to become union members for both industrial and non-industrial workers. I also found that joining the union is also a kind of compulsion. 29.33% industrial workers stated that they joined the unions because they believe in working class unity and all of them are the members of AITUC and CITU. I found that the members associated with left unions only know very well the importance of unity. It is mainly due to a political education given to the workers by the leftist organisations. A awareness created through study classes definitely lead the workers to contribute much more in labour movement. It was a curiosity of mine to know why the workers other than INTUC have not become the members of recognised INTUC union? I found that since the INTUC is not militant one and as it always favours the management policies some workers have not become its members though it is recognised. However, the INTUC members told that they have become the member of INTUC because it is recognised one and dominated by ruling party and therefore enjoys certain privileges.

Unsatisfactory relations with the union leaders and dissatisfaction towards the union functioning affect the growth and development of working class movement. Here, I found that majority of the worker members do not have satisfactory relations with union leaders except the AITUC members. The INTUC members are comparatively more dissatisfied with union leaders I found that the AITUC
leaders are more devoted, more studious. They have a background of struggle for the cause of workers wellbeing for last many years. Therefore the relationship between AITUC leaders and members is satisfactory one. Further, it can also be tested with length of membership in a particular union. Dissatisfaction about the functioning of union and union leaders may compell him to dissassociate from union. Loyality of a worker to a particular union depends on his or her length of membership. I found that those who are the members of unions for last many years are the textile workers. Changing or not changing the union from time to time also reflect the loyalty of a worker with a particular union. A question of changing the union arises in that establishment only where there is a scope to change, I mean where there are more than one union.

My data supports the hypothesis that **there is an intimate link between affiliating organisation and political parties**. I found that only industrial workers are having more awareness about the affiliation of their unions with the political parties. I also found that there has been a significant co-relation between ideological influence of political parties and type of union, a comparatively higher proportion of AITUC members is found who are influenced by ideology of CPI. I also found that little more than 50% of the unions members who are aware about the affiliation of their unions with some political parties, opinionated that unions affiliation with some or
other political party do cause for intra or inter-union rivalry. I conclude that there has been a significant correlation between union rivalries and association of unions with political parties.

The workers have also opined on unions functioning and I found from the analysis of table No. 36 that the non-industrial workers do not think that the union is efficient in taking minor grievances to the employers as compared to the industrial workers. They also do not talk as freely as the industrial workers talk to the union leaders about union’s inefficiency. As far as feeling of security in union is concerned, I found that the industrial workers are more secured in unions as compared to non-industrial workers.

The strike has become a prominent feature of the labour movement in industrial and non-industrial sectors. It can not be separated from working class movement.

I conclude that the industrial workers use the weapon of strike very oftenly as compared to non-industrial workers. It is mainly due to the non-functioning of unions of non-industrial workers and also due to lack of unity amongst them. However the causes of strike are mainly economic gain, further, whatever the strikes may have taken place in non-industrial sector, the role of the union in the strike period was bad as stated by them.

The present study not only aims at bringing out a comparative picture of the problems of industrial and
non industrial workers, but it also aims to get a comparative picture of unionism. Therefore along with the industrial and non industrial workers union leaders were also interviewed, I found that the educational qualification of the union leaders ranges from primary to post graduate level. Only two were found as illiterate. I found that 36 % of the total union leaders are devoting their full time for union activities while remaining have been employed some where and they look after union activities in leisure time. I also found that 60% union leaders have been associated with the same union since more than fifteen years. An experience of union leaders with unions is affected by their years of association with unionism. I found a possibility of changing unions in industrial workers because of multiple unions are in existence. While interviewing the leaders of four different unions in Nanded Textile Mill, it was reported by very few INTUC and RKU leaders that they had their associations with AITUC previously. The AITUC and CITU leaders are more familiar with the political parties to which their unions are affiliated i.e. CPI and CPI(M) respectively as all of them are the members of these parties but all INTUC and RKU leaders are not the members of Congress(I) or Republican Party of India. The AITUC and CITU leaders also frankly told that they use a union movement as a part of their party's political, ideological struggle.

From the analysis of the data collected through 300 workers it was found that caste factor do not attract
the workers to join the union. From the analysis of the data collected through the union leaders it was again counterchequed. The union leaders were asked to state the reasons that why the workers became the members of their union. Only two union leaders stated that the workers became the members of their union because the workers belong to their caste. I may conclude that the caste is not a dominant factor for growth and development of labour movement in the region.

As far as the Government's policy towards labour unions and movement is concerned I found that 80% of the union leaders belonging to all unions under study are of a opinion that the Government's policy is to hinder the labour movement and its policy is also of divide and rule. I found 20% union leaders belonging to INTUC, B Kitsu and NFRPVB are of a opinion that the Government has helped trade unions and labour movement. I may argue that INTUC being Congress(I) affiliated union gets support from Government for its growth. However, the Government's support is not with a broad intention of strengthening the unity of working class but it is mainly to create a rival organisation and inter union rivalaries only. I also found the main difficulties encountered by union leaders are lack of proper response from workers, inability to devote full time for union work, crisis over leadership, headache or rival unions and such others.

Framing of standing orders with the consent of employees, leads to harmonious employer-employee relations
and reducing conflicts. Here in present study I found from the interviews of employers that the standing orders have been framed in Nanded Textile Mills and they have not been framed in non-industrial sectors. Certain committees of employers and employees also help to strengthen the good employer-employee relations. The employers were asked about the existence of such joint committees. A detailed analysis in this regard has been made in earlier chapter. I found that a system of formation of joint committees is existed in Nanded Textile Mills only and the system is not prevalent in non-industrial establishments. The day to day grievances are communicated by the non industrial workers orally or personally as reported by employers from non-industrial establishments and I found that industrial workers communicate their grievances to the employers either personaly or in writing. Grievance boxes are also kept in Nanded Textile Mills as reported by employers. I conclude that a particular system of hearing the employee's grievances is not existed in non-industrial establishments as seen in industrial sector under study. The employers are also not in favour of outside leadership. They are also not in favour of political association of trade unions. I conclude that the employers have formed such opinion because their interests are not served due to outsider leadership. They do not want a headache of middleman between employees and employers. However, I found that the employers are having cordial relations as they reported with their employees. While on other hand
majority of the workers told that the employer-employee relations are superficial or bad. 80% Trade union leaders also said that their relations with management or employers are either superficial or bad. Employer-employee relations also depends upon relations of employees among themselves. I found that employees are having friendly relations with their fellow workers and very few expressed that their relations with fellow workers are bad. Sense of belonging togetherness, helping each other in job lead to good relations between employees themselves. The relations amongst fellow workers are comparatively more friendly in non-industrial workers. However, more friendly relations do not help for a strong unity of the working class. I found that irrespective of friendly relations amongst the non industrial workers. They are not united properly, they are exploited more, their condition is more deteriorating.

From all above illustrations I would like to conclude that the non-industrial workers like coolies of all types are the more sufferers than industrial workers. Amongst coolies also, the situation of market yard coolies is worse one. Majority of the market yard coolies are not receiving their compensation in cash. They receive the wasted Food grain which is popularly known as "MATERE". The market yard coolies are not at all satisfied with this system. The wasted grain is given to them from the farmers those who come to market yards for sale of their grain. The work of unloading the grain bags and emptying it into
sieve for sifting is carried out by these coolies. The
sifted grain is again filled in, in the bags for weighing
and the wasted grain passed through the sieve, including
of soil, garbage is given to the coolies as the compensa-
tion of their work.

The railway and S.T.coolies are also not satisfied
with the compensation they receive against their work.

No employer as such is there in case of all types of
coolies under study. They are only allowed to work on
respective places as they are given the 'token' or 'liscene'
but on other hand they are not given the wages by the
token givers. The railway and S.T.coolies are paid by
passengers whereas the market yard coolies receive their
compensation from the farmers coming to market yard for
sale of their grains. As a result of this employer-
employee relations as such in case of these coolies are
not seen employer-employee relationship in case of
textile workers are seen and it is found that the relations
are not cordial. The industrial workers are more organised
and their unity is more beneficial to them comparing to
non industrial workers because no particular employer as
such is there in case of non industrial workers under
study. Irrespective of absence of rival union in non
industrial sector, the labour movement is not strengthened
yet. On the contrary, in Nanded Textile Mills, with the
existence of four unions, union rivalry has become a
common feature. The labour movement in Marathwada region
in industrial workers, though not strong it is gaining and
and growing but the movement of non-industrial workers is not yet rooted properly in the region mainly due to absence of fixed employer-employee system. Further, the labour movement of the Marathwada region is a true reflection of labour movement on national level. The split in political parties and in unions thereby on national level have reflected in the region too. The labour movement at national level has its impact on the labour movement of the Marathwada region. The relations between employer and employee in industrial and non-industrial sectors differ from organisation to organisation and the unions of non industrial workers and non industrial workers themselves have not yet remained successful in uniting the non industrial workers strongly and also in achieving much for their well being. Thus the growth and development of the labour movement in the region is yet in infant stage. However, the movement is taking momentum.

SUGGESTIONS AND RECOMMENDATIONS:

On the basis of analysis, interpretation and major findings and conclusions given above I would suggest following recommendations to all the concerned. I am making these suggestions from different dimensions.

1) LEGAL:

1. The minimum wages Act should be made applicable to the market yard, railway and S.T. coolies and they should be protected from economic exploitation by enacting legal provisions. The act is also applicable to workers like hotel, cinema, agricultural labourers etc.
2. A legal provision regarding the mode of payment should be made. The wages should be given to the coolies by railway, S.T., or market yard authorities, as the case may be, by replacing the present system of getting compensation directly from passengers or farmers. The passengers should be compelled by legal provisions to deposit an amount of compensation to be paid to coolies with railway or S.T. office only. It is possible and also practicable as the system of depositing money against the taxi rent with Air port is already in existence.

3. The railway and S.T. boards should make a legal provision in connection with the recruitment of helpers from the coolies only. The coolies only should be promoted as Helpers and all coolies should be designated as Class-IV railway or S.T. employees, this will enable to raise their status and self respect.

4. The market yard coolies should be given the wages from market yard committees only. The farmers coming to market yards for sale of their food grains and the 'Aadte' (shop owners in market yards) should be compelled by legal provisions to deposit money with market yard committee against the compensation of market yard coolies.

5. The railway board should be very vigilant in not allowing those coolies who do not have liscence to
work as a coolie on platform. It will help to strengthen their good relations with coolies.

6. Mathadi board should be implemented in market yard immediately.

7. The Bombay Industrial Relations Act 1946 should be cancelled by the Maharashtra Government as it has been a demand of all trade unions except Congress(I) affiliated INTUC. The provisions of the act have been responsible in creating bad employer-employee relations in Textile industry.

8. All the unions existed in textile industry should be given equal treatment. At present a recognised INTUC union only is allowed to collect subscription in the Mills premises.

9. The Registrar of Trade unions under B.I.R. Act should be very vigilant to stop the overlapping membership and also malpractices of recognised union.

2) HEALTH

1. The workers of all types come across to occupational diseases as a result of bad working conditions. The management of Nanded Textile Mills should make an arrangement of adequate lighting and ventilation at the workplace as it is laid down in the factories Act 1948.
2. Adequate space between two machines should be left so that a worker can move easily and there may not be a chance of injury to body due to inadequate space for moving.

3. The market yard coolies have to work at all the times in the environment of dust, garbage which affect their health. They should be provided with gogals, shoes and handgloves.

4. First Aid boxes should be kept in Market yards, railway and S.T. platforms.

5. Compensation of accident should be extended to non-industrial workers too.

6. Free medical camps for diagnosing the diseases like T.B., Cancer should be arranged for the sake of workers by employers.

RELATED TO EDUCATIONAL AND WELFARE:

1. The union leaders should make good use of workers education programme and class consciousness through such classes should be created amongst the workers.

2. An old age pension scheme should be extended to the coolies of all types.

3. A shelter for rest and lunch to the coolies of all types should be provided, as in the case of industrial workers.
4. There should be fixed working hours of coolies and it should not exceed eight hours a day. However it should not result in to economic loss.

5. A paid holiday and leave facility should be extended to the coolies as it is seen in case of industrial workers.

6. The union leaders should be more careful in controlling an exploitation of the workers from employer. The union leaders should not be "reactionery" only as they react on certain issues arise from time to time but they should continuously engage in building the unity of workers for the struggle against exploiters' class. They should not involve in the crisis over leadership.

7. The Government should encourage the growth of labour movement by adopting all possible healthy measures.

8. Employer's state Insurance Scheme should be made applicable to non-industrial workers.

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