CHAPTER - 6

SUMMARY AND CONCLUSIONS

6.1. MAIN FINDINGS AND SUGGESTIONS:

The general conclusions that can be drawn from foregoing studies are:

1. Some functions are not being performed by all T.U.s. Every study unit or factory has at least three registered trade unions, it is cleared that only one or two trade unions are engaged in performing all or most of the functions. Registered trade unions have a special platform, through which workers can get better services. Since every trade union tries to increase its support and also tries to project its own political image, the discharge of this functions can help in this achievement.

A few workers are getting service through their supporting trade union. But a major portion of workers are being deprived of these services. This increases grievance among workers. Due to this, the environment of better productivity and industrial relation is not being created.
2. Management should intervene to form a common forum to discharge these function. Having rejected the divide and rule practice, management should give equal importance to all registered trade unions to help to coordinate the common functions.

3. Though on many shop floor levels joint councils of labour have been formed, there still exists inter and intra unions rivalry, ultimately helping to form groups, subgroups etc. Responses of workers make it clear that in many units management await the decisions of the recognised trade unions only. In consequence of this, other trade unions feel helpless and become suspicious about the recognised trade union, ultimately leading to inter union rivalry.

4. The first and foremost duties of trade unions is to safeguard the interest of the workers. Here, trade unions should not take a narrow view of "interest". Interests of workers, interest of industries, where the workers belong, interest of the workers family, interest of national productivity and economy, interest of society, are all combined. Our state has given democratic power to form trade unions. After independence the number of trade unions have been increased. Most of the
newly formed trade unions have delinked from the parent union. In this respect, management should consult with the leading trade unions to find out the causes, and if possible the remedies for union multiplicity.

5. Trade unions should also take a broad view of the democratic function. Each member of the working committee, executive body should be elected through voting by supporting workers on a regular basis and without any manipulation.

6. At present, Government is well aware of environmental pollution. So, trade unions should extend their helping hands to management to control pollution.

7. Trade union should emphasize training of workers related to handling, processing and controlling the general unit of production.

8. Trade union should exert to control occupational diseases through cooperation with management.

9. "Quality circles" have been started in some companies. But most of the public sector undertakings in Durgapur are not successful in implementing this idea. It is a suggestion,
"Quality circles" should be formed in every sector for maintaining better working environment and for better interaction among the workers and managers.

Finally, I would like to highlight the following points and urge trade unions to give more attention to the following specific functions:

1. Instilling in the workers' minds, a sense of responsibility not only for the industry but also for the Nation.

2. Democratic modes to consider workers' opinion for major decisions.

3. Understanding the organisation and functioning of unions as well as developing the quality of leadership, loyalty and devotion towards trade union work, amongst members for intelligent participation in the affairs of the union.

4. Election of office bearers from time to time in accordance with statutory provision.

5. Regular collection of workers' subscription within the first week of every month.
6. Secure of better welfare and other facilities for workers and training for them to understand and share the responsibilities of management.

7. Attention to the social security plans, specially 'old age pension'.


10. Improvement of medical and health services.

11. Creation of a fund through subscriptions for supporting workers during unemployment, sickness, strikes, lockouts, and delayed payment etc.

12. Promotion of cordial relation between management and workers for running industry smoothly.

13. Development of unions as the authentic channel of communication between management and workers.


15. Proper arrangement of amenities, such as drinking water, canteens, dining rooms, rest rooms etc.

17. Increase of safety and accident prevention and the use of protective equipments.

18. Improvement of conditions of work such as ventilation, lighting, temperature and sanitation including latrines and urinals.


20. Promotion of thrift and savings.

21. Promotion of "National Integration".
6.2. **RECOMMENDATION FOR THE FURTHER RESEARCH:**

I have studied the trade union functions in the public sector undertakings at Durgapur (W.B.) and although I have already drawn some certain conclusions and made certain suggestions. Yet, we suggest to study on the following matters:

1. A comparative study of performance level of different registered trade unions in the public sector undertakings related to trade union functions.


4. To measure the attitudes of managerial personnel towards the T.U.s functions in the private and public sector undertakings.