CHAPTER –VI

CONCLUSION

• Results of previous chapter, conclusion and important recommendations to government.
Previous Chapters Results:

The first Introductory chapter studied choice of subject, hypothesis of study, objectives of study and research methodology and in review of literature gives firstly Rainer Kattle in his article that the high development theory developed by Nurkse he gives first financial development has come to a large extent from the developing country itself means all developing country, capital made at home so don’t need for give foreign investment. In other article Prof. Neeraj Hatekar analyses that Maharashtra has lost rank in four sectors. Jute, hemp and chemicals and products and Textile products was one of the sectors Maharasta was dominant player.

In the second chapter titled “INDUSTRIAL LABOUR IN INDIA” we have presented a picture of Foreign Direct investment in some selected countries and in India, and Industrial Policy before 1991 in India. Important governing laws in industrial labour are studied including contract labour act, minimum wages act etc.

In third chapter studied ‘IMPACT OF GLOBALIZATION ON INDUSTRIAL LABOUR’. This chapter divided in three parts Government accepted Liberalization. Globalization, Privatization (LPG) policy. But adverse impact of globalization on industrial labour. After globalization increased contract system in industry and increased ‘hire and fire’ system and lastly we have studied important judgments of Supreme Court.

In fourth chapter, “INDUSTRY IN AURANGABAD: AN OVERVIEW”, we have given a picture based on available statistical data
of industrial growth in Aurangabad district after 1980s and number of closures of industries, etc. Aurangabad district is a main centre of Marathwada but after 1991 increased contract system in Aurangabad industry and today (2009) there are 1 lakh 20 thousand registered contract workers in Aurangabad. 70 percent company owners employed workers through contractors.

In fifth chapter we have studied, ‘INDUSTRIAL LABOUR IN AURANGABAD’. On the basis of a primary survey. In this chapter we cover whole of Aurangabad industry and have presented the results of 200 workers interviews. Employees state Insurance schemes (ESI) is not provided in 75 percent comapnies 45 percent skilled workers do not have provident fund deducted from their payments. 20 percent skilled workers do not get sick leave with pay. 1/3 Percent skilled workers do not provide weekly holiday and 70 percent workers employed through contractor. 60 percent skilled workers given break every year. It means workers’ future is in darkness.

In sixth chapter we have presented the over all conclusions of our study and given important recommendations to the government.

Conclusions:
1. After 1970 started industry in Aurangabad district. But after 1980’s there was increased growth in industry. Government of India accepted free trade policy, but they ignored workers’ welfare. After globalization period polices negative impact are faced by labour. Employees state Insurance Schemes (ESI) is not provided in 75 percent companies. 45 Percent skilled workers do
not have provident fund deducted from their payments. 20 percent skilled workers bear the cost of their own uniform. 1/3 percent skilled workers do not provide weekly holiday, 46 percent skilled workers do not get sick leave with pay. It means that after this period overall employers policy towards workers has been unfavourable. This is dangerous for overall health of workers and their families. It also affects the quantity and efficiency of the workforce and therefore will have negative implications for future industrial growth.

2. As early as after 1975 industrial workers in Aurangabad district started facing problems. Last 35 years in Aurangabad various parties Labour leaders are representing at workplace, but in this long period all leftist parties labour leaders are doing their work honestly. (CITU, CPI, CPM, INTUC, LaL Nishan Party (Lenin) these parties labour leaders solve industrial labour problems regularly. Remaining all political (Bhartiy Janata Party, Shivsena, Maharashtra Navnirma Sena, Congress) these all party leaders established their unions but they cannot solve workers problems. In Aurangabad district 80 Percent leftist parties leaders doing their work without profit and fulltime and remaining 20 percent political and non political parties leaders are doing their work part – time and only for money but leftist parties leaders given justice to industrial workers.

3. Government of India established National Commission on Employment in the Unorganised Sector (NCEUS) under the chairmanship of Arjun Sengupta. The commission recommends
that every unskilled worker be provided minimum salary of 5500 thousand rupees. But unfortunately in Aurangabad district industry this type of salary is provided only for skilled workers. Now because of inflation even this sum is not sufficient to cover basic needs. So organized sector workers’ condition become similar to unorganized sector in Aurangabad districts skilled workers are educated but even skilled workers do not get their salary regularly skilled workers do not understand the problems which they are facing.

4. Steel Authority of India Vs- National Union of water front workers and ors and Maharashtra General Kamgar Union Vs. Cipla (SAIL case) in both cases contract workers have no right. Above two cases are famous cases on contract workers in both cases abolish to workers from their job. There have been no major changes in Labour laws, after 1991 the labour related laws have not changed, there have been important changes in the approach taken by labour and industrial court. Last some years the general trend is not in favour of workers. 75 Percent workers are appointed to contract through yearly contract system increase industry in Aurangabad district. Today 1 lakh 20 thousand (2009) workers are doing their job on contract basis.

5. Aurangabad district is a main centre of industry. In Marathwada region 75 percent industry located only in Aurangabad district. In Aurangabad district Aurangabad city, Paithan M.I.D.C. and vajapur these are main centre of industry. But number of
reistered industry in Aurangabad district 1/4 percent closed factory units only in Aurangabad district, disputes, loss, factory migrant to new place these are the reasons of closing factory units. Shendra project developed under M.I.D.C plans in this area registered number of factory but they are not still running.

6. After 1991 we accepted the policy of LPG. But in this policy adverse impact on industrial labour. In this system workers have no rights. In industrial area in Aurangabad and all over increased contract ‘system hire and fire’ system is increased due to this policy many cases are pending in labour court and effect of this policy labour and supreme court gives adverse results to labour. Last some year oppose all results to labour. Last years all results to labour that is dangerous for the future of workers.

Recommendations:-

1. Aurangabad district is a main centre of industry. There is a severe shortage of skilled workers, which affects the functioning and growth of industry. Maximum industrial workers are uneducated and they can not express which problems they are facing. 30 years ago industry started in Aurangabad district but over this period industry has not created a force of skilled workers. In industrial area there are many vacant technical posts. Aurangabad industry has not created technical institute or training centers, nor has government set up such centres. Every day new technique update in industry so workers also need to update to handle these machines. But there is no scheme of this
type in industry area. So opening new training centres in Aurangabad district through government is an urgent need.

2. Government of India gives special funds for developing M.I.D.C. Waluj, Chikalthana, Shendra 5 star area. But industry faces continuous problems in supply of Electricity, water, skilled workers which has and adverse effect on production. Company owners take benefits from government when profit at low level and some machine parts are old that time they close the factory. Government has laid down some rules and given decisions adverse to company owners and fined to company and taken their plants under government supervision.

3. In Aurangabad district labour court was first established in 1976 and 1984 industrial court was established. But unfortunately at end of June 2009 in Labour court 3506 cases are pending and in industrial court 702 cases are pending. These cases are pending in labour or industrial court from last 10 years. So in Aurangabad district government should set up additional labour and industrial courts. Then pending cases involving industrial workers may be solved.