Chapter 28

Industrial Disputes in Sugar Industry

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ABSTRACT

Labour and management conflict in numerous ways in the course of their day. The interests of the two are in many ways opposed to each other. Conflicts are inevitable in the course of interactions, and the labour management relationship is also not accepted. We cannot eradicate conflicts, as they are inherent in the system of industrial life. Marx considered industry conflict as a part of the broader social conflict between classes. Human relation specialists consider the source of conflict to be the tendency as industrial society to treat the workers as isolated individuals and deprive them of all control over their environments. Pluralists consider unequal distribution of power and privilege to be the source conflict. Whatever the source of conflict, all agree that until now we have failed to evolve any system free of conflict for the socialized industry. In addition, it has been commented that it presents problems no less stubborn than those of the old, and there is no system without “contradiction.” In a system, conflicts are bound to take place; an early solution would be beneficial to us all. This chapter explores this conflict.

INTRODUCTION

In a bipartite and tripartite system of industrial relation like India the question for industrial peace has been a national goal, actively pursued by the government, trade unions and management ever since India attained independence. But despite genuine effort through various voluntary arrangements and legal enactments, the system has not reached where it should have today. In India, we have both preventive measures and methods of solution of disputes in practice. In a systematic manner, the Government is an essential third party conciliating between labour and management and adjudicating such disputes which cannot be conciliated. Either labour or management can approach the Government to set conciliation procedure in motion and the government can in additional act on its own even if not approached.

Conciliation is a process of persuasion. The conciliator can persuade labor and management to come to the terms, but cannot force to agree. Two courses are open if conciliation fails. The parties may submit their disputes to an arbitrator whose decision will be final and binding. The second course is adjudication, or of judicial decision.
by a labour court or tribunal. The government decides whether the dispute merits reference to adjudication.

Keeping these arrangements in view, the researcher has undertaken the present study in sugar factories of Uttar Pradesh with a view to examine how much the present arrangements have helped for peaceful resolution of disputes between labor and management in the sugar industry of Uttar Pradesh.

Methodology

While conducting the investigation into the working of the individuals’ sugar factories, personal discussion, enquiries and contact will be made with the factory managements, trade union leaders, mass of labourers and other agencies concerned as a source of primary data. In Source of research the researcher intends to enquire about several problems pertaining to labour conditions, labour relations verbally and by mutual discussion. In this connection, the researcher had to resort to the veracity of the testimony of several persons and officials in authority. The information asked for and the primary data given would be tested and verified with the help of other agencies to reach a definite goal for the sake of assured facts and figures. Both types of data, primary and secondary will be analysed with suitable statistical techniques particularly to test the hypotheses.

Objectives of Study

One of the essential factors for unrestricted growth and functioning of sugar industry is a satisfied, committed and trained labour force. Achievement of this objective is possible only if the labour issues are analyzed empirically in the right perspective with minute details. In this respect the other objectives of this study are:

1. To present an anatomy of the multi-dimensional aspects of the industrial relations in sugar industry.
2. To focus its attention to the historical development of sugar industry and condition of labourers in pre-independence India and afterwards.

Hypotheses

The Following hypotheses would be tested in the study.

H$_1$: Failure to implement the collective agreements, labour legislations and the recommendation of the Wage Board are the vital cause of dissatisfaction.

H$_2$: Collective bargaining is not successful at plant level.

H$_3$: Outside leadership is more militant and effective at present in trade union movement in the sugar industry in Uttar Pradesh than the internal leadership.

Nature of Industrial Disputes in the Sugar Industry of Uttar Pradesh

Before 2009, most of the disputes in sugar industry were related to wages, dearness allowance, bonus, retaining allowance, categories of workers entitled to retaining allowance, provident fund and gratuity, status of seasonal workmen, retrenchment etc. In Uttar Pradesh, disputes were apprehended over the question of wages in all the sugar factories during the season 2003-2004. A reference was, therefore, made to the tribunal, of which Mr. Shiva Pujan Rai was the sole member, for adjudication. The Uttar Pradesh Labour Enquiry Committee recommended for the first time that “every unskilled and semiskilled employee, who has been employed in a factory for a full season, should be given an