

CHAPTER NO. III

SOCIAL CHARACTERISTICS OF

LABOUR

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3:1 Introduction :

Vita is a small city having 24,081 population. Vita has Nagar Parishad. Nagar Parishad has celebrated its centenary year in 1954. Vita city is developed by all ways i.e. Agricultural sector, industrial sector, Transport and communication. But all these sectors are not in broad way. Every sector is trying to fulfil the needs of citizen. So in industrial sector power looms are developing.

In 1983, Yeshwant Sahakari Sakhar Kharkhana was established. It is 3 to 4 miles away from Vita. The labours who are working in Vita and in Karkhana are from *periferal* area of Vita or rural area.

The weaving workers in Vita being employees in powerloom industry were member of different social groups in the area. Therefore the social characteristic of workers i.e. age, marital status, caste, mother tongue, education, skill, native place, residence, such characters are very different place to place. Most of the labours are coming from *periferal* area of the city and from proper Vita.

There is no big industrial development around the city except newly established Yeshwant Sahkari Sakhar Kharkaha. So every person is in need of some sort of monthly

income Job. But all the labours are not completely dependant on power loom labours. Were using that services for time being. In harvest season majority of labours remain absent because they have to work in their own fields.

3:2 NATIVE PLACE AND RESIDANCE

At the time of personal interview workers were asked information regarding their native place. The data is classified to see how far Vita has carried or brought workers from the ~~periferal~~ area and also from various places.

Table No.:3:1: Distribution according to workers place.

Type of labour	Total number	Percentage (%)
1. Local	2,000	89.9
2. Out side	500	19.1

With the help of above table (3:1) We can conclude that 80.9% labours are the local and remaining 19.1% are from ~~periferal~~ area of Vita many they are outsiders. They are coming from Bhalavani, Renavi, Khanapur, Alsund, Balwadi, Rampur, Devikhindi, Vegegaon etc. All those villages are 10 to 15 kilometer away from Vita. In Vita city local labouers are more than out siders in power loom business.

Out siders are not living in Vita. They are using cycles for up and down every day. Generally it is clear

that the smaller industrial estates provides some percentage of Job opportunities. Therefore person from rural area is attracted to urban area and it is true in respect of Vita ~~100~~.

3:1(B) RESIDENCE

The above table (3:1:A) Makes it clear that 19.1 percent labours are out siders. They were living at their native places. But those who are local they are living in city in their own houses. Out side 19.1% are not living in city because of economic weakness or any other reasons. But all those who are living in city they have to face some problems such as lack of electricity, lack of water, housing etc.

3:3 AGE AND MARITAL STATUS

The age of employee has got more importance in every industrial unit or centre. Following table (3:2) shows the various age level of workers who are working as weaver. It is clear from the table young generation i.e. person who are between 26 to 45 years old are working in the power loom business.

Table No. 3:2:

Age group	Total number	% of total number
1 15 to 25 years	722	28.6%
2 26 to 35	888	35.6%
3 36 to 45	278	11.8%
4 Above 45 years	612	24.0%

3:4 RELIGION AND CASTE

Persons from all castes are working in the power loom sector. Hindus are classified sub castes like Maratha, Koshti, Mang Mahar and others. But Hindu persons having majority in the sample which is taken for the survey. In Vita also Maratha and Koshti people were more than others. Present study shows that the workers in Vita come from all castes. There is no any restriction for any special categories or caste.

Ramswamy G.A. notes that almost every intensive study has shown that composition of the work force is no different from that of the wider population members of religions group and caste are to be found in roughly the same proportion as in the wider society.¹

3:5 DISTRIBUTION ACCORDING TO EDUCATION/TRAINING

Workers are classified according to their education. In total number of workers 88.7% persons or labours are literate and 11.3% are the illeterate.

Table No.3:3

Education	Total Number	% of total number
1.Primary	1388	55.5%
2.Secondary	667	26.5%
3.Higher education	167	6.7%
4.Illeterate	278	11.3%

1. Ramswamy E.A. and VMA ' Industry and labour -

With the above table No.3:3 it is clear that 55.5 % people had taken Primary education. There has been very less percentage of higher educated persons in the weaving sector.

There is no training facility provided by Govt. or any other institution to the weavers, But jobber or any other trained persons are giving training to their friends or newly coming workers. There is a need of training center in Vita city. But still such training centres has not been started in the city.

A.V.Ramrao writes in ' an eassy on Indian Labour ' as below :-

"To the student of Indian labour problems they are familier with the illitery and back wardness of the Indian working class. Their poverty, lack of urban consciousness and inadquate commitment to industrial life.

The constant rural urban migration and the attachment of the worker to the village and agriculture plot, localities of the worker to the village and agriculture plot, loyelities of the worker to the various languages, religious and regional patterns, the difficulty of the organising workers under these different cultural patterns in a heteroge-
-nious society. Urban congregation the observe of the strong faith in trade union among the workers and their attachment only in the case of dispute and immediate need are some of the reasons often cited. The experiment of workers (education is into this direction ford foundation in 1957 appointed team of experts. The object of the scheme was to create over a

period of time despite, lack of general education a well in formed constrative and responsible minded labour force comprable organising and running trade union and sound lines. The scheme comperises three stages of training.¹

"The education of the worker is some thing pragmatic. It has to meet the need. It must not only help him as an individual but also help him to increase his efficiency to participate in union affairs as well as management affairs. Thus the worker needs no more information, but training to think and arrive at his conclusion on the problems facing him the industry and society.²

3:6 DISTRIBUTION ACCORDING TO MEMBERSHIP OF LABOUR ORGANISATION

We know that there is no any proper organisation working for the powerloom in Vita. Good quality leadership is not available. Every organisation is concerned with political parties or under political influence. And there is some sort of inter relationship within the political leadership and labour organisation leadership.

But people from bottom level of worker do not want to become the victim of such political influence. So they do not take interest in the joining membership of any labour organisation. Persons from Vita are also facing the same situation and so that there is not a single good or proper labour organisation. In Vita labour and owner relation is

1 A.V. Ramswamy - Eassy on Indian labour - p. 176-177

2 Kappaswamy - Social charges in India - p. 224



on the individual level and so workers do not want to destroy such good relation by joining labour organisation.

Table No.3:4

	Membership	Non membership	Total
1. Catagory	778	1722	
2. Percentage	31.1	68.9	

Table No.3:4 shows that information regarding the membership. But at the time of survey, no any particular memberships is taken in account. In Vita labour organisations are very poor. So we can say that with the help of table, that labour from Vita are not interested in the labour organisations.

3:7 DISTRIBUTION ACCORDING TO MOTHER TONGUE OF THE WORKERS

Present labour force in the city is classified according to there mother tongue. It is as follows:-

TABLE NO.3:5

Mother Tounge	Total number of worker	% of total number
1. Marathi	2388	95.5%
2. Hindi	55	2.2%
3. Kannada	55	2.2%
4. Others	2	0.1%

Above table No.3:5 shows that the distribution of workers according to their mother tongue from that table. It is clear that the 95.5 percent persons or weavers mother tongue is marathi. And remaining 4.4 percent people are using their own mother tongue i.e. Hindi, Kannada or other. Finally we can say that majority of labour are using Marathi as mother tongue. In Ichalkaranji 6 percent labours mother tongue is Kannada.¹

3:8 DISTRIBUTION ACCORDING TO VARIOUS HABITS OF LABOUR

Labours from the industrial sector were suffering from various types of habits and mostly habits are dangerous to human health.

Table No.3.6

Habits	Total number	percentage of total number
1. Smoking	556	22.2 %
2. Tobacco	1555	62.2 %
3. Drinking	112	4.4 %
4. Non habitual	277	11.2 %

With the help of table No.3.7 It is clear that 88.8 percent workers are the victims of various bad habits like drinking wine, smoking, tobacco etc. and only 11.2 percent labours have not any bad habits.

1. A.Y.Bedekar - Socio-economic study of p.l.workers in Ichalkaranji, p.34.

Such habitual persons are dangerous to society as well as to the industrial peace and daily routine.

3:9 DISTRIBUTION ACCORDING TO THEIR ECONOMIC CONDITION

Total number of labours are classified their trend of taking loan from various institution like nationalised banks, co-operative banks, Neighbours, friends etc.

Table No.3.7

Sources	Total number of workers.	percentage to total worker (%)
1. Neighbours/ Friends	1055	42.0
2. Co-operative Bank	166	6.6
3. Money-lender	200	12.5
4. Other agencies	612	24.4

From table No.3:7 it is clear that very less number labours are **taking** loans from the co-operative bank.

3:10 CLASSIFICATION ACCORDING TO THEIR TRADITIONAL BUSSINESS

Labours who are working in power loom sector at Vita are classified according to their four factors occupation with the help of that classification we can understand that the 46.6% labours had changed their traditional bussiness from Agriculture sector to industrial sector.

Table No.3:8

	Total number	percentage (%)
1. Farming	1167	46.6
2. Power loom	389	15.6
3. Education	388	15.5
4. Un-employed	556	22.3

Above table No.3:8 shows that labourers who are working in various sectors before joining the power-loom sector majority of the labourers are coming from the farmers family so farming is their traditional occupation. But they are attracted to words the power-loom business as substitute business for the farming or as alternate income source.

Only 15.6 percent labours are in present labour force who's traditional business is weaving. Worker who are coming from Rural area are not completely dependant on power- looms. Such peoples have migratory character.

3.11 OCCUPATIONAL MOBILITY IN GENERAL

For many reasons labourers are migrating from place to place. But such migratory nature of labours affects themselves and their job also. Behind it. There are some unavoidable reasons like wheather, problem of housing, populatio and so on.

The defination of occupation is as

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"Relatively continuous pattern of activities that provide an individual live board and define his/her social status."¹

The majority of workers in power loom industry are having agricultural background. On the agricultural background they are concerned with land cultivation land labours or village artician, Agricultural work is seasonal one and after harvesting period there is no any income opportunity and they join weaving industry. This trend of shifting from agriculture to non-agricultural occupation in the earlier generation of industrial workers has been observed by "Mark Holmstrom" in Bengalore.

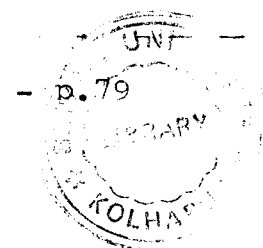
Changing attitude to words old Balute system is going to decline and as a result village artician and others backward castes are going to accept industrial work or any other work in cities or in village. This is the main reason for mobility in present generation. So the majority of people are changing their traditional occupation i.e. agriculture to industry.

3:12 RECRUITMENT

Channel of Recruitment -

Trained and qualified labour is the most important part of production in every field of production. If there is no efficient and trained labours there may not be profitable production.

1 Abbasyvin A.B. - Scheduling Chate



"Recruitment is the process of searching prospective employee and standing them to apply for job in organisation.¹

From the point of management, recruitment of proper personal is required and it tries to get such personnel through different sources there are two types of mechanism regarding recruitment of labours.

A) Formal mechanism of securing labour through news paper ,advertisement and employment exchange etc.

B) Informal mechanism of securing labour through relatives, friends, office staff and personal contact formal recruitment is not useful for the small size industry, because it is time consuming and having long process. So in Vite, being a small industrial sector they have accepted the informal recruitment.

It has been observed that the recruitment of workers in power loom industry through relatives, friends and through Jobbers in the case of weavers. The notice showing what vacancies exist may be put on boards placed at main gate of factory.

By reading that notice number of job seekers assemble at the gate of the industry or workshop and ~~weaving~~ owner the supervisi~~s~~^{on} select. The eligible candidate as per their requirement by testing job experience powerloom industry in Vite has small units having below 10 workers. It is regulating

1 Edwin B Aipno - Principles of personal management -

under shop act. At present very small units are working. So all recruitment is under informal mechanism. In the small city like Vita as per concerning geographical labours have not any job choice. So they accept jobs what ever their friends or owner suggest.

Finally it is said that recruitment is not proper channel and workers which are working in power loom industry in Vita are not well educated and well trained. There is no any training school to develop their skill, only experience of work is their qualification for getting job. It is regarded as formal mechanism.

3.13: INDUSTRIAL RELATION

Industrial relation means relation existing between workers and workers, employee and employee and employer and employer. Such relation has more importance in to-day growing industrial sector. Because it will be helpful to industrial peace or there is any draw-back in the above mentioned relations it will lead to industrial disturbance as well as industrial dissatisfaction consequently. It will result in the discrimination of the expected capacity of the industrial production.

The importance of good industrial relation and maintenance of industrial peace for raising the ability of workers rate of production has assumed a high significance in recent time. Such type of relation is dependant on the humanity which is existing in every human body. With the help of that humanity, workers can keep co-operative or friendly view with each other. Such relation is required in the industry.

"The workers have come to realise that they can not always agitate for greater share in the profits of the industry unless they put forth efficient work, resulting in the improvement of the product both qualitatively and quantytively. That alone would entitle them to secure higher standard living and other amenities in the form of social society benifits and reduction in the hours of work.¹

One question aries that what in the need of good industrial relation ? Answer to this question is that industry is a social organisation and so every social organisation has a need of good relation. The activities of industrial members are combined and co-ordinated so as to achive the performance of the task.

Such formal and informal social relation^f can be studied by acting the worker about his orientation to others. This is dependant on the inter viewer or method of answering.

3:13(A) WORKER, WORKER RELATIONS:

Relation is two types that is - Formal relation and other is informal relation. Formal relation means relations only for work at the workshop, arising from the performance of one's approved duties. And informal relation means relation which are friendly and co-operative to each other. In power loom industry the workers have developed spontaneously the informal relations with their co-workers as they remain in close proximity with one another and their

1. V.V.Giri - Labour Problem in Indian Industry -

need to internal with fellows is being satisfied. Informal relation is natural tendency of human being to be in company with others is satisfied. But it is not a part of their work. The worker tries to satisfy his needs i.e. food, shelter, cloth through the job. But apart from this need of the workers he wants good atmosphere at the work place. So worker has a need of good friends and their company. Such company will help to keep healthy mind. Relation among the workers is joyful then it will lead to solve their problems, and they will try to help each other. Effect of all these good relation is that the working capacity also increases.

3:13 B) WORKER MANAGEMENT RELATIONS:

The term worker and management is not used in a broad sense. Where worker means weaver and management owner or owners in small powerloom units.

Such type of relation is under some sort of burden because we know that in small size unit 5 to 10 workers are working. Because of that small number of workers owner or Jobber knows personally the information about the worker. Such relation is on the individual level. So some times some problems were solved ~~by the~~ way of discussion. But such type of relation is not useful at time of Morcha, Bandha, because worker don't want to disturb their good relation by taking part in Morcha, Bandh and any other activities against the owner. So in Vita having 2500, labours but there is no good labour organisation. It has one main reason that is

majority of workers are not completely dependent the power loom. Their view towards to power loom service is that the monthly earning will help for other economic activity.

In short worker management relations are at the shop floor level only.

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