

CHAPTER - VINDUSTRIAL LABOUR IN SUGAR FACTORY5.1 INTRODUCTION

After looking into the details of position of agricultural labour, it is necessary to look at the position of industrial labour. This chapter is devoted mainly to describe the industrial workers background in general. The chapter presents the information about the choice of job, agricultural-residential place, legal aspect, union and factory work.

5.2 JOB CHOICE

The workers were asked about the choice of place of work and their responses are presented in Table 5.1.

TABLE 5.1
DISTRIBUTION OF WORKERS ACCORDING
TO THEIR JOB CHOICE

Job Choice	No.of Workers	Percentage
Work in Field	3	9.4
Work in Factory	21	65.6
Both	8	25.0
Total	32	100.0

The Table 5.1 clearly indicates that, majority of the workers have favoured to work in factory. Only 3 workers have favoured to work in field, and 8 workers have favoured to work in field and factory. The reason for the choice of work in field and factory mainly as the workers were having rural, social, political, economical background and majority of the workers were having their own land and their native place was near to sugar factory. So many of the workers would like to work in factory and field.

5.3 RECRUITMENT OF WORKERS

When industrial workers were asked, how they have got service in the factory, majority of the workers (22/68.8) responded that they got service by making application, 6 (18.8) workers have got service by training and few workers (4/12.5) have got service by influence.

Those workers who were taken by applications, were experienced workers from other sugar factories. The sugar factory under study was newly started, so many trainee workers were needed. The sugar factory sent these trainees to other factories, such as Shri Panchaganga Sahakari Sakhar Karakhana Ltd., Ganganagar (Ichalkaranji), Shri Sidheshwar Sahakari Sakhar Karakhana Ltd., Kumata (Solapur) for their training. Only few workers were relatives of directors and shareholders so they were absorbed in the factory.

In Maharashtra State there are number of sugar factories which are in co-operative sector. Many workers can be suspended by the body member or by any kind of political influence. So the question was asked to all workers, if you are suspended by the factory, what you will do ? majority of the workers (24/75.0) responded that they would find job in new or another factory, only few workers (8/25.0) responded that they would like to work in field, if they are suspended. Thus there is tendency to work in factory for the workers.

5.4 AGRICULTURAL INFORMATION

Majority of the industrial workers (27) were having their own agricultural land, 5 workers (15.6) were not having land when these workers were asked whether they would like to purchasing the land, 2 workers out of them responded positively and 3 workers responded that they were not interested in purchasing land.

The industrial workers were having agricultural land, so they have their agricultural income. Due to the impact of sugar factory, workers started to produce sugarcane in their own fields and it lead to better income from agricultural land.

Majority of the industrial workers had land, and the land cultivators for industrial workers are shown in the Table 5.2.

TABLE 5.2LAND CULTIVATORS FOR INDUSTRIAL WORKERS

Land Cultivators	No. of Workers	Percentage
Self	9	28.1
Father	8	25.0
Brother	6	18.8
Relative	1	3.1
Labour	3	9.4
Not applicable	5	15.6
Total	32	100.0

The Table 5.2 clearly indicates that, some of the industrial workers themselves were cultivating their land and thus they were having income both from field and factory. The workers family members like father and brother were also cultivating land. One workers relative was cultivating land and 5 workers were getting the land cultivated by labourers. The remaining 5 workers were not having land.

In the case of 9 workers, they were having their land near to sugar factory, they were daily commuters, so it was possible for them to cultivate their own land.

5.5 RESIDENTIAL PLACE

The industrial workers were living in factory area and own villages. On this background the data regarding

industrial workers residential place and number of years since when they were living, are presented in the Table 5.3.

TABLE 5.3
DISTRIBUTION OF WORKERS ACCORDING TO
RESIDENCE AND PERIOD STAY

Residence	Period of Stay		Total
	Upto 2 Years	3 + More Years	
Factory Side	2 (25.0)	6 (75.0)	8
Own Village	2 (8.3)	22 (91.7)	24

The table indicates that majority of the workers were staying in their villages and they were coming to factory from their villages. Amongst these workers most of them were staying there for more than 3 years. These workers were coming from Shegaon, Bhole, Karkamb, Gadegaon, Sarkoli, Sonke, Bhalawani, Khardi, Tarapur, Babhulgaon Villages which are very near to the Gurasale, which can be seen from the Figure 1. The sugar factories have thus provided employment to people without migration. In this connection it can be noted that the co-operative factories in the sugar industry have important consequences in the process of industrialization. It provided employment to the villages from the surrounding areas without migration. This type of trend has been observed by Baviskar in his study of co-operative sugar

factory in Ahamadnagar District of Maharashtra. He observes that " a majority of the employees working in the factory are from the surrounding villages. The spread of agro-industries in rural areas provides income and employment opportunities without uprooting people from their social milieu". Similarly Nadgonde in his study of co-operative sugar factories in Southern Maharashtra also observes that, "because of the typical location of sugar factory the workers are drawn mainly from the villages. Nearly 60 to 70 percent of the employees came from near about villages" similarly in the study of industrial workers in Ichalkaranji, "out of 89 workers in the sugar industry 46 (i.e.51.7 per cent) were residing outside Ichalkaranji in villages".¹

In the present study 8 workers were staying at the factory-site and most of them were staying there for more than 3 years period. The residential quarters were provided by the factory during last 5 to 6 years and these workers were staying there.

5.6 INFORMATION ABOUT UNION

The industrial workers were asked about the intention behind joining the union, and their responses are shown in the Table 5.4.

TABLE 5.4
DISTRIBUTION OF WORKERS ACCORDING
TO THEIR INTENTION FOR JOINING UNION

Intention	No.of workers	Percentage
Job Security	15	46.9
To gain rights	15	46.9
To gain facilities	2	6.3
Total	32	100.0

The table clearly indicates that nearly all workers intentions behind joining union was job security and to gain rights, only 2 workers had intention of getting facilities through union.

The table shows that, job security and to gain rights were the most important intentions for joining the union.

The union meeting were held 3 to 4 times in years and majority of the workers (38/85.5) were attending all these meetings. But 4 (12.5) workers were attending some meetings.

When the workers were asked whether they raise any point in union meetings, majority of the workers (27/84.4) responded that they were not doing so and only few workers (5/15.6) responded that they were raising points at the union meetings.

When the workers were asked about whether they have worked as active in union body, all the workers responded that they have not done so.

5.7 INFORMATION ABOUT FACTORY WORK

Some questions were asked about the relationship with other workers in the factory. The workers responded that they do work with the Harijan workers and they have Harijan friends also. The workers reported that, they were having friendly and co-operative relations with their co-workers. As far as the workers relations with other worker in the time of difficulties out side the factory was concerned, they responded that they help to others and they also receive help from other workers in the time of difficulties. When the workers were asked whether they were members of voluntary organization in their villages, they responded that, they were not members of any voluntary organizations.

The workers were asked how do they spend their time after factory work and the information regarding their responce is presented in Table 5.5 .

TABLE 5.5

DISTRIBUTION OF WORKERS ACCORDING TO
THEIR ACTIVITIES AFTER FACTORY WORK

Time spend after factory work	No.of Workers	Percentage
Farming	20	62.5
Reading	7	21.9
Playing	2	6.3
Other	3	9.4
Total	32	100.0

Majority of the workers were spending their time in farming activities after the factory work. This shows that the workers were engaged in agricultural and industrial activities. 7 workers were spending their time in reading newspapers, magazines etc. and 2 workers were engaged in playing sports such as cricket, caram etc. The remaining 3 workers were engaged in other activities like purchasing for home, home affairs etc.

5.8 INFORMATION ABOUT LEGAL ASPECT

All the industrial workers have joined the Employee's Provident Fund in 1983. Under this scheme the loan facility is available but none of the workers have taken loan. The factory has provided the Gratuity Scheme to all workers. All the workers got bonus of 16.66 per cent in the last year 1985. The workers have not gone on strike for bonus during the last five years.

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