

## **CHAPTER II**

### **RESEARCH METHODOLOGY**

#### **2.1 INTRODUCTION :**

The rural employment both in agriculture and industrial sector has raised phenomenally since the inception of sugar factories in India. But, the industry is facing number of problems now a days. One of the important problems of sugar industry is the labour problems arising in the industry. The problems of labourers have become more serious for industrial peace and harmony. These problems like conditions of work hours of work, wage of the sugar workers etc. are some of the important problems faced by the workers.

The sugar industry in India is having a favourable impact on rural economy. It is the source of employment to the rural society. Their development is of crucial important once in generating income outside the farming sector.

The employment provided under such factories are not found to be on permanent basis, but it is seasonal in nature. In India, because of excessive labourers in agriculture, most of the labourers remains unemployed and they inevitably accepts such seasonal employment. As regarding to their wages, they themselves cannot satisfy their primary

needs, and as a result becomes the debtors of money-lenders/ landlords/banks/co-operatives/bhishis etc.

In sugar industry, employment attains peak during crushing season and lowest during off-season. On account of its seasonal character, it has created a category of workers, known as 'seasonal workers'. These seasonal workers get the employment only in crushing season. During this period, they are exploited by the employers. " Exploitation means, if a worker in a prevailing working conditions on situations or other available socio-economic conditions do not get fulfilled his basic needs even when the employer has a capacity to pay."<sup>1</sup> seasonal workers, thus suffers a lot.

After the crushing season, they could not get the work in factory. They work elsewhere for their livelihood. During this off-seasonal period, they faces a number of problems.

Taking this into account, here an attempt is made to examine socio-economic conditions, their wages, working conditions, welfare facilities, their relation with management and problems of seasonal workers of sugar industry.

## **2.2 OBJECTIVES OF THE STUDY :**

1. To understand the personal and family background of seasonal workers.
2. To know the working condition and wage structure of seasonal workers.
3. To study the problems faced by the seasonal workers in their day-to-day life, while they are on work.

4. To know the employment problems of seasonal workers during the off-season period.
5. To understand the workers attitude to their services, welfare facilities and the management.
6. To investigate the relations between seasonal workers and management.

### **2.3 UNITS OF THE STUDY:**

The present study was conducted in Shri Doodhganga-Krishna Sahakari Sakkare Karakhane Niyamit, Chikodi, Dist. Belgaum of Karnataka state. It is an attempt to study the problems and difficulties of seasonal workers in the sugar factories related with their socio-economic condition, working conditions, wage structure, welfare facilities, relations with management and their problem of employment during off-seasonal period.

The factory is established in rural area. It is having total number of 1179 workers. Out of these total number of workers 402 workers are permanent, 423 are seasonal permanent, 322 are seasonal temporary or daily wages workers and remaining 32 are the technical workers. Hence, there are 745 seasonal workers working in the factory.

### **2.4 SELECTION OF RESPONDENTS :**

In the present study, it was not possible to study all the seasonal workers in the sugar factory. So, the researcher has selected 10 percent of the total number of seasonal workers (745) through the method of simple random sampling.

The sampling included selection of seasonal workers from industry for detailed interview. The factory muster roll from the office of the industry was used as a sampling frame.

## **2.5 INTERVIEW SCHEDULE FOR DATA COLLECTION:**

For the present study, the interview schedule was prepared for collecting the data. The data were collected from the respondents with personal interviews. The interview schedule was prepared in Marathi and English version of the same is enclosed in the Appendix II.

## **2.6 DATA COLLECTION :**

The data collection was started on 2nd November, 1995 and it was completed on 28th February, 1996. The researcher met to the Managing Director of the factory for necessary information and permission to interview the respondents. The Managing Director denied to give the permission for conducting the study on the factory workers. Then, the researcher met to the Chairman of the factory Shri Suresh Kore and requested for the permission of data. The Chairman granted the permission after researcher's assurance to keep the information confidential and to use it for the purpose of the research study only.

At the beginning, the respondents were not eager to give the information when the researcher approached for the collection of data. But with the guidance of managerial staff and with the co-operation of different sectional heads, it was possible to collect the information.

The actual interviews were taken at the separate cabin in complete privacy. The response, in this connection was also good enough. The

workers were able to respond freely and frankly without any hesitation and pressure, as the researcher personally explained to them the academic nature of research work.

## **2.7 ATTITUDE OF THE WORKERS TOWARDS THE RESEARCHER :**

The workers were co-operative towards researcher while collecting data, as they read the letter of the researcher's purpose of collecting the information. Some of the workers considered the researcher as the member from Government Labour Department. One of the respondents commented that "What is the use of this interview, the problems of labour are not being solved."

This shows how respondents looked at researcher at the first sight, but when nature and objectives of the study were made clear, they were kind enough to respond spontaneously.

## **2.8 ANALYSIS OF DATA :**

The collected data were analysed by preparing various tables on different aspects. The number of workers were converted into the percentage of the total number:

After locating the proportions through various tables, they were analysed and attempt were made to find out association between two variables wherever possible.

## **2.9 PRESENTATION OF DATA :**

An attempt has been made to present the collected data in the following chapters :

1. Socio-economic Background of workers.
2. Working conditions and welfare facilities.
3. Conclusions.

## **REFERENCE**

1. Jugale V.B. 'Employment wages and Industrial Relations' P.3.