

CHAPTER III

SOCIO-ECONOMIC BACKGROUND OF WORKERS

3.1 INTRODUCTION :

This chapter is mainly devoted to describe the workers background in general. The chapter presents the personal and social characteristics of the workers with reference to age, marital status , education, caste, religion, place of residence, period of service, type of family, number of children and monthly wages etc.

3.2 SEX :

In sugar factories, considering the nature of work allotted to these workers, it becomes evident that only male workers can undergo such strenuous work and hence, there are only male workers in sugar factory.

3.3 AGE AND EDUCATION:

The education of the worker is something pragmatic. It has to meet the needs. 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 workers need not more information but training to think arrive at his conclusions on the problems facing him in the industry and society.¹

The present factory is situated in the rural area. In India, particularly in rural areas the literacy is very low. Therefore, it was assumed that, the literacy among the workers may be low. On this background, the information was asked about the level of education of the workers.

The relation between age and level of education is shown in Table No. 3.1

TABLE NO. 3.1

AGE AND EDUCATIONAL STATUS OF THE WORKER

Age	EDUCATIONAL STATUS						Total
	Illiterate	Primary	Secondary	Higher Secondary	Collegiate	Technical	
18-28	-	1(5.00)	5(25.00)	8(40.00)	4(20.00)	2(10.00)	20(100)
29-38	-	4(25.00)	7(43.75)	3(18.75)	2(12.5)	-	16(100)
39-48	3(9.32)	6(18.75)	15(46.87)	7(21.87)	-	1(3.12)	32(100)
48-56	2(40.00)	2(40.00)	1(20.00)	-	-	-	5(100)
Total	5(6.84)	13(17.80)	28(38.35)	18(24.65)	6(8.21)	3(4.10)	73(100)

The table clearly indicates that, the proportion of the workers having secondary education was high than the workers from other categories. Nearly half of workers were in the age group of 39-48 and they had educational level upto secondary and higher secondary. The table also shows the proportion of the workers who were illiterate and had educational level upto primary, in the age group of 48-56, was higher than

the workers from other categories. The proportion of the workers in the age-group of 18-28, having educational level upto higher secondary and collegiate was higher than the workers of the age group of 29-38. The workers who were illiterate or were having primary level of education seemed to increase with age.

The table shows, the workers in younger age group have more proportion literacy and higher level of education, whereas the old age-group there is more proportion of illiteracy and low level of education.

A probable reason for this relation may be seen in the spread of education. The distribution revealed the main trend that, younger the worker, better the education he has and vice-versa. After independence the educational facilities have been expanded in India and are being utilized by younger generations. The older workers did not have these to elevate their educational status. Similar type of trend was observed in two studies of textile labour in Bombay.²

3.4 AGE AND MARITAL STATUS :

In India, industrialization has started after independence under the five year plans. Therefore, it is assumed that, modern industries might have attracted younger workers. On this background, the workers were asked a questions on martial status. The data regarding age and marital status are presented in Table No. 3.2

Table No. 3.2

AGE AND MARITAL STATUS OF THE WORKERS

Age	MARITAL STATUS			Total
	Married	Un-married	Widower	
18-28	11(55.00)	9 (45.00)	-	20 (100)
29-38	15(93.75)	1 (6.25)	-	16 (100)
39-48	32 (100)	-	-	32 (100)
49-56		-	1 (20.00)	5 (100)
TOTAL	62 (84.93)	10 (13.69)	1 (1.36)	73 (100)

Above table shows, majority of the workers were married and the remaining were unmarried. In case of married workers, the highest percentage of workers were in the age-group of 39-48, and it decreased along with the higher age group. In case of unmarried workers, the highest percentage of the workers was in the age -group of 18-28, and it decreased along with the increase in age-group. A widower worker was in the age group of 49-56.

The table clearly shows the fact that, the proportion of the married workers seemed to increase with age. Conversely, the proportion of the unmarried workers seemed to decrease with increasing age. Thus, in the younger age-group there were more un-married workers, while in comparatively older age group there were more married workers.

3.5 NATIVE PLACE AND RESIDENCE :

After looking into the details of personal background like age, education and marital status, it will be appropriate to look into the details of migration pattern, if any amongst the workers in sugar factory. It was assumed that, the factory must have drawn majority of workers from the surrounding rural areas. So the native place was classified into rural and urban. The workers were asked their native place and the place of residence. The details on these aspects are presented in Table No. 3.3.

Table No. 3.3

NATIVE PLACE AND RESIDENCE

Native Place	RESIDENCE		Total
	Rural	Urban	
Rural	67 (100)	-	67 (100)
Urban	3 (50.00)	3 (50.00)	6 (100)
Total	70 (95.89)	3 (4.10)	73 (100)

The table clearly indicates that, majority of workers belong to rural areas and they have also place of residence in rural areas. This trend is due to the fact that, the workers belonging to Nanadi and neighbouring villages like Yaksamba, Ankali, Kallol, Yadur, Manjari, Rupinal, Ulagaddewadi, Kerur etc. and have been working in the factory. The another trend indicates that, out of 6 workers 3 were belongs to urban area and they have migrated to the nearing places whereas remaining three belonging to the places like Chikodi and Sankeshwar, and they have

continued to stay there. On the whole, the table indicates rural background of workers.

The present factory is situated in rural area and the workers from surrounding rural areas have taken the employment of industrial work in the factory.

3.6 DISTANCE OF PLACE OF WORK AND MODE OF CONVEYANCE :

The data were collected regarding the residence of workers, which shows that, majority of workers were coming from nearby villages to the factory. So, it will be affect on the work in the factory.

The relation between distance of place of work and mode of conveyance is shown in table no. 3.4.

TABLE NO. 3.4

DISTANCE OF PLACE OF WORK AND MODE OF CONVEYANCE :

Distance of place of work	MODE OF CONVEYANCE				TOTAL
	On Foot	By Bicycle	By Bus	By Bike	
Factory Site	2 (66.66)	1 (33.33)	-	-	3 (100)
1 to 10 km.	5 (16.12)	18 (60.00)	6 (20.00)	1(3.33)	30 (100)
11 to 20 km.	-	6 (25.00)	10 (41.66)	8 (33.33)	24 (100)
21 to 30 km.	-	1 (7.69)	9 (69.23)	3 (23.07)	13 (100)
31 and above	-	-	2 (66.66)	1 (33.33)	3 (100)
Total	7(9.58)	26(35.61)	27(36.98)	13(17.80)	73(100)

The table clearly shows that, majority of the workers using bus and cycle as a mode of conveyance for attending the work. Some of the

workers use their bike as a mode of conveyance. Only few workers were attending the work by foot.

The table indicates that, the workers staying at factory and nearby come to factory on foot and those staying at distant places come to factory on bike/ bicycle/ bus.

3.7 PERIOD OF SERVICE AND TYPE OF WORKERS:

The seasonal workers in sugar industry are categorised into, seasonal permanent and seasonal temporary. On this background the information was asked about type of workers and his period of service. In this connection, it was assumed that, the period of service of temporary workers may be less and the permanent workers may be having more years of service.

The relation between period of service and type of workers is shown in table no.3.5.

TABLE NO. 3.5
PERIOD OF SERVICE AND TYPE OF SEASONAL WORKER

Period of Service	TYPE OF SEASONAL WORKER		Total
	Seasonal/Permanent	Temporary	
1 to 5 years	-	13 (100)	13 (100)
6 to 10 years	3 (17.64)	14 (82.35)	17 (100)
11 to 15 years	5 (62.50)	3 (37.50)	8 (100)
16 to 20 years	16 (94.11)	1 (5.88)	17 (100)
21 and above	18 (100)	-	18 (100)
TOTAL	42 (57.53)	31 (42.46)	73 (100)

The table clearly indicates that, majority of the workers were seasonal permanent workers, and remaining were temporary. The table indicates that, as the period of service increases, the proportion of seasonal permanent worker also increases. On the other hand as per period of service increases the proportion of seasonal permanent worker decreases. This clearly shows that, seasonal temporary workers are made seasonal permanent workers in due course of time.

The seasonal workers were distributed in all the departments of the factory. Most of the seasonal permanent workers were engaged in jobs like, pump attendents, boiler majadoors, mill coolies, machine operators, watchman, boiling house workers etc. On the other hand the seasonal temporary workers are engaged in jobs like sugar bagging, loading and unloading, sewing of bags, weight and transport, removal of press mud, helpers etc.

As for the hours of work is concerned, there is a shift system in sugar industry. In the shift system workers are divided into groups and alternatively work for certain number of hours per day. The shift system has the advantage that it makes fuller use of machinery and reduces standing expenses in terms of output. Every shift runs for 8 hours, inclusive of rest period.

3.8 RELEGION AND NUMBER OF CHILDREN:

Religion is one of the institutions of society which influences on the life style of the individual. The industrial workers are also influenced due to religion. There is a belief that in certain religions there is no restriction of family planning, therefore, in such religion the number of children may

be more. On this background, question was asked about the number of children the workers had and the data on this aspect along with religion are presented in table No. 3.6

TABLE No. 3.6

RELIGION AND NUMBER OF CHILDREN

Religion	NUMBER OF CHILDREN					Total
	Not appli- cable	No child	2 children	4 children	More than 4	
Hindu	8(12.90)	5(8.06)	2(37.09)	23(37.09)	3 (4.83)	62 (100)
Jain	1(16.66)	1(16.66)	-	-	-	6(100)
Muslim	1(20.00)	1(20.0)	2(40.00)	2(40.00)	-	5((100)
TOTAL	10 (13.69)	7 (9.58)	28 (38.35)	25 (34.24)	3 (4.10)	73 (100)

The table clearly indicates that, 10 (13.69) workers were unmarried, so the question was not applicable to those workers. The proportion based on religion indicates that Muslims were having higher proportion in the case of no child. Jain workers were having higher proportion in case of 2 children than other religions Muslims were having higher proportion in having 4 children, and Hindus were having higher proportion in having more than 4 children than other religions.

The data from the table does not show the relation between certain religions and more number of children due to no family planning restrictions.

3.9 CASTE/RELIGION AND LAND :

The industrilization in India, started during British rule. In this earlier phase of industrialization, the people from lower castes have accepted the industrial work. But this trend may not be true in the recent days after independence. It is necessary, therefore, to analyse the caste-composition of the workers in the factory. On this background workers were asked about the caste and their land and data in this regard are presented in table No. 3.7.

TABLE NO. 3.7

CASTE/RELIGION AND LAND OF WORKERS

Caste/ Religion	LAND OF WORKERS							Total
	Landless	Upto 2 Acres		Upto 4 Acres		More than 4 Acres		
		Irrigated	Non- irrigated	Irrigated	Non- irrigated	Irrigated	Non- irrigated	
Lingayat	2(7.14)	5(17.85)	1(3.57)	10(35.71)	2(7.14)	5(17.85)	3(10.71)	28(100)
Maratha	-	3 (27.27)	3 (27.27)	3(27.27)	1(9.09)	1(9.09)	-	11 (100)
Harijan	4 (30.76)	4 (30.76)	4 (30.76)	-	1(7.69)	-	-	13 (100)
Jain	-	1 (16.66)	1 (16.66)	-	-	4(66.66)	-	6 (100)
Muslim	-	3 (60.00)	-	1(20.00)	-	-	1 (20.00)	5 (100)
Koli	-	2 (66.66)	-	1(33.33)	-	-	-	3 (100)
Dhangar	-	-	1 (25.00)	1(25.00)	-	1 (25.00)	1 (25.00)	4 (100)
Mali	-	-	-	-	1(100)	-	-	1 (100)
Khatik	-	1 (100)	-	-	-	-	-	1 (100)
Berad	-	1 (100)	-	-	-	-	-	1 (100)
Total	6 (8.21)	20(27.39)	10(13.69)	16(21.91)	5(6.84)	11(15.06)	5 (6.84)	73 (100)

The table indicates that , higher proportion of the workers were belonging to Lingayat caste. Apart from that, the proportion of Harijan and Maratha workers are more than other castes. The table also indicates

that, majority of workers were having land and only few of them had no land.

The table shows, that, higher proportion of the workers were having a land upto 2 acres only, either irrigated or non-irrigated.

When the caste is seen in relation to land, the table indicates that, Koli, Harijans, Mali Khatic and Berad workers were having no land and on the opposite hand, the irrigated land of 4 acres and more than that is seen in case of workers from Jain, Dhanagar, Ligayat and Maratha castes/ religion.

Thus, from the above table it can be said that the caste composition of the industrial workers is under going a change. The industrial workers are not only from lower castes but they also from higher castes. Thus, we find social mobility and work force which is mixed one.

3.10 TYPE OF FAMILY AND SIZE OF LAND HOLDING :

In the familial background, it will necessary to know the type of family from which workers were coming in industry and their pattern of land holding. The family type is categorized into two classes, nuclear and joint family. On this background, the workers were asked about the type of family in which they were residing and their size of land holding. The details on these aspects are presented in table No. 3.8

TABLE NO. 3.8

TYPE OF FAMILY AND SIZE OF LAND HOLDING

Type of Family	SIZE OF LAND HOLDING				Total
	Landless	Upto 2 Acres	Upto 4 Acres	More than 4 acres	
Joint	5 (9.43)	22 (41.50)	16 (30.18)	10 (18.86)	53 (100)
Nuclear	2 (10.00)	7 (35.00)	6 (30.00)	5 (25.00)	20 (100)
Total	7 (9.58)	29 (39.71)	22 (30.12)	15 (20.54)	73 (100)

The table clearly indicates that, majority of workers were from joint families, and remaining were from nuclear families. Only few families were having no land.

Though, it is expected that, nuclear families, the workers will be having less land, and in joint families the workers will be having more land. It is not being observed from the present data.

The table thus, indicates, the dominance of joint families having 4 or more acres of land in the rural areas which is true for Nandi and surrounding villages.

The data indicates that, majority of the workers takes the Rubby crops like Jawar 23/67(34.32), wheat 15/67 (22.38) and other crops 11/67 (16.41) in their land. Only few workers produces the cash crops like sugarcane and tobacco 18/67 (26.86). The remaining 6 workers had no land.

Majority of the workers had indicated that, the food produced in their land was not sufficient for a year. This trend is due to the fact that, they were from joint family and had less acres of land. So they inevitably accept such a seasonal work in the factory. Only few workers 14/67 (20.89) indicated that, the food produced in the land was sufficient for a year.

Only 3 (4.10) workers were having subsidiary source of income, and remaining 70 (95.89) workers had no other source of income, except their job.

REFERENCES :

1. Kuppaswamy B: Social change in India. P. 224.
2. Patil R.B. "A study of Socio-economic conditions of the workers in A Textile Mill". A project Report, submitted to The Tata Institute of Social Sciences, Bombay. P. 27.