

CHAPTER V

CONCLUSIONS

5.1 INTRODUCTION :

The present dissertation is an attempt to examine socio-economic conditions, wages, working conditions, welfare facilities, relations with management and problems of seasonal workers of sugar industry which has done in a renowned and leading sugar industry in North Karnataka. The dissertation has been classified into five chapters dealing with overall picture of the study of seasonal workers working in Shri Doodhaganga-Krishna Sahakari Sakkare karakhane Niyamit, Chikodi. The findings of the present study are presented below.

5.2 NANADI VILLAGE AND THE FACTORY :

Shri Doodhaganga-Krishna Sahakari Sakkare Karakhane Niyamit, Chikodi is located in Nanadi village. The village is situated in Chikodi taluka of Belgaum district of Karnataka State.

Nanadi is a small village having educational facilities upto primary, and high-school at factory site. The area under irrigation was more than un-irrigated area. Nearly fifty percent of the population was illiterate. Among the main workers, the majority of population were cultivators. This has been followed by agricultural labourers and other workers.

By the encouragement of the successful performance of Shri Hiranyakeshi Co-operative Sugar Factory of Sankeshwar, late Shri Chidanand Kore, Shri Shantappa Mirji, Shri Dadu Kate and others have dedicated to establish this sugar factory at Nanadi village. The rich and abundant fertile land area in and around Nanadi village suitable for sugar cultivation with a water supply from Krishna and Doodhaganga rivers and hard rocky are suitable for factory location, all these factors were responsible for the foundation of the factory at Nanadi in 1969.

With the successful working of the factory and surplus sugarcane in the area, the factory machinery has expanded periodically. Now the factory is working with a crushing capacity of 3500 metric tonnes per day. Today, the factory is having 15,255 members with a total share capital of Rs.57758850. The area of operation of factory consists of the total number of 111 villages of Belgaum district.

As about production of the factory, it has bagged an award from South Indian Sugarcane and Sugar Technologist Association, Madras during 1993-94 for a highest recovery of 12.52 in Karnataka. The factory has undertaken a number of developmental activities like financial assistance to the members through Sugar Development Fund, distribution of fertilizers, financial assistance to the students of college, conducting the conferences and seminars, road making and other developmental activities. For the excellent and successful performance of the management and the factory, it has got a number of awards from Central as well as State Governments and the National Institutions and Associations.

5.3 METHODOLOGY OF THE STUDY :

In this chapter, an attempt had been made to describe the methodology adopted for the present study. This study has been done in industry which is situated in rural set-up. The study has undertaken to see the socio-economic background of seasonal workers on the background of agricultural occupation in rural set-up.

The present study was conducted at Shri Doodhaganga-Krishna Sahakari Sakkare karakhane Niyamit, Chikodi. There were 1179 total number of workers working in the factory.

For the present study, interview schedule was prepared for collection of data. The interview schedule was prepared keeping in view the objectives of the study and the relevant data were collected. The data collection was started on 2nd November 1995 and it was completed on 28th February 1996.

All the interviews were taken in separate cabin of the factory. On an average, the interview used to last for twenty minutes and with some cases, it took more than half an hour. The management allowed the workers for interview and they used to come to the cabin during the shift hour. The workers were co-operative towards the researcher, while data collection, as they read the letter of the researcher's purpose of collecting the information.

5.4 SOCIO-ECONOMIC BACKGROUND OF WORKERS :

In this chapter, an attempt had been made to describe the socio economic background of the workers. Nearly, half of the workers were in the age group of 39-48 and they had educational level upto secondary and higher secondary. The trend indicates that, the proportion of workers who were illiterate or were having primary level of education seemed to increase with age. The percentage of higher education was more in the age-group of 18-28. Thus, the workers in younger age group have more proportion literacy and higher level of education; whereas in the old age group, there is more proportion of illiteracy and low level of education.

Majority of workers in the age-group of 39-48 were married, and it decreased alongwith higher age-group. Thus, there were middle aged workers in the present factory. The unmarried workers were mainly from the age-group of 18-20, and it decreased alongwith increase in age-group. The widower worker was in the age group of 49-56.

The majority of workers were belonging to rural areas and they have also place of residence in rural areas. This trend is due to the fact that, the workers belong to Nanadi and neighbouring villages and have been working in the factory. The present factory is situated in rural areas and workers from surrounding areas have taken the employment of industrial work in the factory.

Majority of workers were using bus, cycle and bike as the mode of conveyance for coming to factory, and those staying at factory site and nearby come by foot.

Majority of seasonal workers were from seasonal permanent category with a service period of 21-23 years. Thus, there were more seasonal permanent workers in the present factory. This trend is due to fact that, as the period of service increases, the proportion of seasonal permanent workers also increases. On the other hand, as the period of service increases, the proportion of seasonal permanent workers decreases. This clearly shows that seasonal temporary workers were made seasonal permanent workers in due course of time.

As for departmentwise distribution of workers is concerned, the seasonal workers were distributed in all the departments of the factory. Most of the seasonal permanent workers are engaged in jobs like pump attenders, 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. Every worker had to work for 8 hours a day, because of shift system in the sugar industry.

An attempt was made to see the relation between religion and number of children. Muslims were having higher proportion in the case of no child. Jain workers were having higher proportion in case of upto two children when compared to other religions. Muslims were having higher proportion in having four children, and Hindus were having higher proportion in having more than four children than other religions. Thus, the data does not show the relations between certain religion and more number of children due to no family planning restrictions.

The higher proportion of workers were belonging to Lingayat caste. The proportion of Harijan and Maratha workers was more than other castes. Nearly half of the workers were having a land upto two acres only. Majority of Harijans, Koli, Mali, Khatic and Berad workers were having no land. On the opposite hand, the irrigated land of 4 acres and more than that is seen in case of workers from Jain, Dhangar, Lingayat and Maratha castes.

Majority of workers were from joint family and few were from nuclear families. Only few families were having no land. Though, it is expected that in nuclear families the workers will be having less land and in joint family the workers were having more land. It is not being observed from the present data. Thus, the dominance of joint families having 4 acres of land in the rural areas is true for Nanadi and surrounding villages.

Majority of workers takes the Rubby crops like Jawar, Wheat and other crops and only few workers produce the cash crops like sugarcane and tobacco.

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

As about subsidiary source of income only few workers were having subsidiary source and majority had no other source of income, except their job.

5.5 WORKING CONDITIONS AND WELFARE FACILITIES :

In this chapter an attempt had been made to ascertain the views of seasonal workers with regard to working conditions, their wages and loan, of seasonal work and welfare facilities.

Majority of workers at Nanadi factory consider the conditions at work place as satisfactory, whereas only few were not satisfied. The working conditions like temperature, air movement, ventilation and humidity arrangements were good. The factory is having a modern type of building. The suitable and sufficient lighting has been provided in the factory.

Majority of workers were not satisfied with their wages and only few were satisfied. The trend is due to the fact that, the workers having less wages were not satisfied, whereas the workers having higher wages were satisfied.

Majority of workers had taken the loan. Amongst these workers majority of them had the loan in the range of Rs.1000 to Rs.10000 from the source of Bhishi Mandals. Only few workers had not taken the loan. Remaining workers had taken the loan from the source of bank, co-operative society, from their friends and relatives.

Majority of workers repay their loan from agricultural income and only few workers repay by other means and from salary and bonus.

As about retention allowances, 14 workers were getting Rs.850 per month, 11 were getting Rs.1200 per month and 17 were getting Rs.1800

per month. Remaining 31 workers who were seasonal temporary were not getting any retention allowance.

During off season period 55 workers work in agriculture, 11 work at some other places, 5 workers run small business and remaining 2 workers remain unemployed.

Most of the workers were not satisfied about the welfare facilities prevailing in the sugar factory except recreation and fair price shop and concessional rate sugar facilities. Majority were not satisfied about medical, canteen and rest room facilities provided by factory.

Majority of workers are not getting the benefit of educational facilities provided by the factory because they are coming from nearby villages. It will be difficult and inconvenient to their children to come to that school. That is why, most of the workers feel that factory should provide uniform, text books and term fee for their children.

Majority of workers were not using the facility of library; only few took advantage of this facility. This shows the lack of interest amongst workers in reading habit.

The seasonal permanent workers only can get the advantage of the housing facility, a facility of dresses from the factory and various allowances like provident fund, washing allowance, travelling allowance etc. All the workers from the factory get the advantage of bonus.

5.6 WORKERS RELATIONS WITH MANAGEMENT :

Under this section, an attempt had been made to ascertain the views of seasonal workers in regard to the meeting relations with management, workers satisfaction about their service, their opinion about factory administration etc.

Majority of workers had meeting relations with management. Only few had no meeting relations with management. All the workers get the cooperation by management except one worker. This shows that the relations between the workers and management were satisfactory and cordial.

As about their satisfaction of service, majority of workers were satisfied and few were not satisfied. All the seasonal workers had the positive attitude towards the factory administration.