

## CHAPTER VI

OBSERVATION AND  
CONCLUSIONS

## 6.0. OBSERVATIONS AND CONCLUSIONS

The principle aim of this study is to enquire the wage and salary administration adopted by Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, Taluka Karvir, District Kolhapur.

This study is made by analysing the statistical information collected from different aspects and components of wage structure from the records maintained and annual reports prepared by Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre and an interview with the Managing Director, workers and union leaders. Informal questionnaire have been prepared and used for eliciting the views of the workers.

### 6.1. Personal Information

In this personal data the researcher has focussed his attention on various important matters, which directly or indirectly affects the wage and salary administration. In personal data regarding Name, Age, Department, Sex, Address, Religion, Number of family members depending, Designation, Education, Experience, Native Place, Distance from factory, Type of work (job description) and mode of conveyance are included.

a) Age :

It is observed that majority of the workers of this sugar factory i.e. 78 % belong to the age group between 31 to 50 years. Only 18 % of workers are above the age of 50 years. Economically speaking the management of this sugar factory have succeeded in maintaining young, matured and dynamic human resources. The persons in the age group of above 50 years are regarded as disable to work economically. But the number of workers, belonging to this age group, in this factory, are less in number, which is good from the point of view of productivity.

b) Number of dependents :

It is observed from the responses that most of the workers are having 4 to 7 persons depending upon their income. They are 56 %. Some workers are from joint family also i.e. 20 % workers are having 10 and above persons depending upon their income. This clearly shows that most of the workers are recruited from the rural area, where joint family system is favourite. Because of having large number of dependents, depending upon their income, the workers are unable to meet the basic needs.

c) Education :

The data collected revealed that 51 % of the respondents have obtained education upto secondary level, 25 % have achieved primary education. 15 % have obtained technical education and 9 % have obtained college education upto degree level. Very few workers have obtained no education at all, they are mazdoors, sweepers etc.

It can be easily concluded that this factory has succeeded in collecting trained and qualified staff, wherever necessary.

d) Length of Service :

The data collected bring out clearly that absolute majority of the workers of this sugar factory are having experience of more than 10 years in sugar factory. 91 % of total work force is well experienced. This shows that the management of this sugar factory has maintained the experienced staff. The rate of labour turnover is less and this factory prefers experienced workers. This means that organisation's 'retainment of personnel' policy is sound and organisation prefers to young blood, while recruiting.

e) Local Employment Opportunity :

As cleared earlier this sugar factory is developing local manpower and creating ample opportunities for rural youths around. Data revealed that 61 % of the total work force is recruited from local area only and mere 49 % of the workers are recruited from outside, who are not available in local area. It means that this sugar factory has undoubtedly given preference to the workers from local areas. The sugar factory is using local manpower at large.

The data regarding distance between residence and work place, show that maximum number of workers are living near the organisation i.e. 76 %. It is useful from the production point of view, that the workers are coming from nearer places, they will be fresh when they resume their duties and production will be increased.

f) Mode of Conveyance :

59 % workers of this sugar factory are using cycles and 15 % workers are having their own auto-cycles. 17 % workers are coming by K.M.T. Bus and State Transport Bus. 59 % workers are coming by cycles that means that they are from local area. This data also focus attention on the fact that the factory is utilising the local manpower. 17 % workers are coming on foot, that means either they are living

on the factory site or coming from much nearer villages around this sugar factory.

g) Nature of Service :

There are about 1016 total workers out of which 498 are permanent, 512 are seasonal permanent, 16 are Badali and 6 are daily wages. Permanent workers remain present in both season and off-season period. Seasonal permanent workers are permanent but recruited in season period only. If off season they are entitled to have retention allowance. Data show that there is a job security to the workers in this sugar factory.

All the workers are paid according to time-wage payment system.

6.2. Categorisation of Workers

There are about 1016 total workers out of which 498 are on the permanent roll of the sugar factory and 512 are on the seasonal muster roll of the sugar factory. There are 6 daily wages and 16 badali workers too. For interview purposes the researcher has selected 110 sample workers as respondents (i.e. 11 %).

There are three types of grades i.e. operative, clerical and supervisory.

Operative grade includes unskilled, semi-skilled, skilled C, skilled B, skilled A and highly skilled workers. They are working mainly in Stores, Vehicle, Garrage, Agriculture, Manufacturing, Engineering, Godown and Civil Engineering Departments and in all other departments as Helpers, Guest House Attendant, Achari, Peon, Mazdoor, Mukadam, Dresser, Sweeper, Issue boy etc.

Clerical grade includes various clerks working in all departments, maintaining clerical records. This grade also includes clerks grade IV, III, II and I. This clerical grade also includes purchase incharge, Typists, Meeting Clerk, Assistant Accountants, Assistant Cashier, Head Time Keeper, Time Keeper, Nurse, Sanitary Inspector, Compounder, Sectional Incharge, Cane Yard Supervisor, Godown Keeper, Assistant Godown Keeper and a Montessory Lady Teacher.

Supervisory grade includes all supervisory staff having supervisory grade A, B and C. This includes a Office Superintendent, an Accountant, a Cashier, an Assistant Accountant, a Vehicle Incharge, a Garrage Incharge, a Security Officer, Overseers, Manufacturing Chemists, Laboratory Chemists, Pans Incharge, a Deputy Chief Engineer, Assistant Engineers,

Workshop Foremen, Electrical Foremen, Civil Overseers and a Welfare Officer.

Out of above various categorised workers 37 employees are working under Administration Department under the Secretary as Head of the Department and Office Superintendent as incharge. 80 employees are maintaining records of Accounts Department under Chief Accountant as Head of the Department. 9 employees are working in Godown Section under Godown Keeper, as Head of that Section, who is working under Manufacturing Department. On the other hand 16 workers are working under Civil Engineer in Civil Engineering Department. 8 employees have engaged in maintaining the labour records and observing the various provisions of Factory Act, Payment of Wages Act, Payment of Bonus Act and maintaining Provident Fund record under the Labour and Welfare Officer as Head of this Department. Taking into consideration the work load of this important department a post of Welfare Officer, having supervisory grade B have been newly created. He is assisting the Labour and Welfare Officer. 11 workers have been engaged in Time Office under the leadership of a Head Time Keeper as Head of that Section. This department is maintaining leave records, overtime records, punching cards and preparing pay-sheets and overtime sheets at the end of every month.



A well equipped Medical and Sanitation Department is taking care of the health of the workers and of their dependents, relatives under a trained and well-qualified Medical Officer and 20 employees under his supervision. 26 workers and employees are engaged in Stores department under a Store Keeper as Head of the Department and maintaining the stock of machinery spares, stationary, gunny bags which is required for continuous and uninterrupted flow of sugar production. 27 workers are engaged in Vehicle Department under a Vehicle Incharge, driving and maintaining the vehicles such as trucks, tractors, jeeps and motor cycles also. 9 employees/workers are engaged in Garrage Department, which is engaged in repairing the above said vehicles under a Garrage Incharge.

40 workers especially watchmen are engaged in Watch and Ward Department and watching the security work of the factory and of its property day and night.

188 workers are engaged in Agriculture Department. An Agriculture Officer is Head of this Department. This is the third biggest department in this factory. Main job of this department is to harvest, transport and supply of sugarcane in season period and advising the sugarcane growers in off-season period. This department is important because the regular flow of fresh sugarcane is very necessary to

maintain the production continuously and to have high percentage of recovery.

Manufacturing Department is the second biggest department in this sugar factory. 219 workers are working in this department under the Chief Chemist as Head of the Department. To research, to count recovery and to try to produce white crystal quality of sugar is the main task of this department. And lastly Engineering Department is the biggest of all, containing 326 workers under a Chief Engineer as Head of the Department, maintaining and running the machinery in season period and overhauling, repairing and replacing the required machinery in off-season period.

Managing Director is the Top Executive Officer of the sugar factory. The meetings of the Board of Directors are held regularly as and when required. The policies are decided and forwarded to all the heads of the departments for further implementation through the Managing Director. Administration Department is to have co-ordination amongst all the departments and to conduct meetings of the Board of Directors regularly and a Annual General Meeting once in a year of share-holders.

In this way this factory is trying to progress since last 20 years.

### 6.3. Wage Structure

Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre is a very good sugar factory established under co-operative set up. The researcher is glad to say that it is paying more than need based minimum wages defined by the Minimum Wages Act, 1948. Thus they are paying well according to the decisions given by the various State and Central Level Committees, appointed to consider the demands of the workers in sugar industry. But in these days of inflationary pressure, the wages of workers seem to be very low. The basic wages are fixed by Shri Shankarrao Patil Committee for operative, clerical and supervisory grades. The disparity between the price rise and the cost of living is tried to minimise by paying fixed and variable dearness allowances accompanied by special allowance at the rate of Rs.22.16 per employee per month. Actually the base year considered for computing the Consumers' Price Index Number is 1960. But the prices of the essential commodities have been increased by 3.82 times than that of the prices during the year 1960. So the union demands that the elements that determine the cost of living index number must be changed.

In respect of wage structure of this factory, the work is rated by time rate method, wages are paid monthly. They

get bonus plus ex-gratia. It is found that 66 % of the workers are getting wages and salaries between Rs. 800 to Rs. 1000 per month. 20 % of the workers are getting wages and salaries between Rs. 1001 to Rs. 1200 per month. 5 % of the workers are getting wages between Rs. 1201 to Rs. 1400 per month and 9 % of the employees are getting wages above Rs. 1401 per month, they are heads of the departments and sectional heads. The workers get wages after various deductions e.g. on account of Provident Fund, C.T.D., Insurance, Family Pension, Instalment of loan from Society, House Rent, Professional Tax, Income Tax etc. The respondents are of the opinion that the wages shall be linked with the cost of living and crushing capacity of the sugar factory and not with the production made by them. It has been strongly demanded by the workers, during the course of interview that they should get more Rs. 1000 per month for even unskilled workers, with minimum increment of Rs. 10 per year per month. 21 % of the workers are of the opinion that they have their wages adequate and 79 % of the workers are of the opinion that their wages are not sufficient.

74 % of the workers are having land as one of the major source of income, 10 % of the workers having their side business and 4 % of the workers are having income from house property and 12 % of remaining are doing private

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consultancy, commission agency and some depending upon lottery too. Majority of the workers are not only depending upon their wages. These sources of income have helped to improve their real and total income. All the workers are allowed to work overtime with the prior permission of the Head of their Departments.

a) Dearness Allowance :

Now a days this sugar factory is paying dearness allowance to all the workers and employees according to the consumers' price index number declared by the Central Government, circulated through National Federation of Co-operative Sugar Factories Ltd., New Delhi. There are two types of dearness allowances :

- 1) Fixed dearness allowance, which remains fixed.
- 2) Variable dearness allowance, which varies with the increases or decreases in the consumers' price index number from time to time.

For computing the consumers' price index number the commodities and the prices of 1960 are taken (as a base year) into account. But the prices of the essential commodities has been increased by 3.82 times than that of the prices in 1960. So the union demands that the element which determines

the cost of living index number be changed. Now the rate of fixed dearness allowance and of variable dearness allowance as on 1st January 1986 is as follows :

Table No. VI-1

Category		Fixed D.A. Rs. Ps.	Variable D.A. Rs. Ps.
A) <u>OPERATIVE</u>			
1.	Unskilled	74-00	426-93
2.	Semi-skilled	77-00	426-93
3.	Skilled C.	82-00	426-93
4.	Skilled B	87-00	426-93
5.	Skilled A	114-00	426-93
6.	Highly skilled	119-00	426-93
B) <u>CLERICAL</u>			
1.	Grade IV	93-00	426-93
2.	Grade III	119-12	426-93
3.	Grade II	129-12	426-93
4.	Grade I	134-12	426-93
C) <u>SUPERVISORY</u>			
1.	Grade C	139-12	426-93
2.	Grade B	144-12	426-93
3.	Grade A	144-12	426-93

From the above Table No. VI-1 it is clear that percentage of Fixed Dearness Allowance is high in case of skilled A and highly skilled workers, supervisory and higher graded clerical staff. But the percentage of variable Dearness Allowance remains constant irrespective of their grades.

From the above we may conclude that although this sugar factory is observing strictly the rules and circulars issued by the Central Government and by National Federation of Co-operative Sugar Factories Ltd., New Delhi, regarding the payment of Dearness Allowance, the Trade Union leaders demand that the method of computing consumers price index must be changed because the needs of the workers, who are living in modernised society, have been increased. So they need more money to fulfil their needs and to live comfortably. But it is beyond the capacity of the management of this sugar factory. The issue must be taken into account by Government authorities and they should try to minimise the difference between dearness allowance and inflated high prices.

b) Other Allowances :

Except dearness allowance, special allowance of Rs. 22.16 per employee/worker per month is paid. No other allowance is paid in this sugar factory. It is observed

that most of the workers are dissatisfied because of non-payment of other allowances, such as medical allowance, conveyance allowance, leave travel allowance, attendance bonus allowance, travelling allowance, night shift allowance, house rent allowance etc.

Trade Union is demanding strongly daily allowance, night shift allowance, house rent allowance to those workers who are not provided with housing facilities and vehicle allowance. During the course of interview, it is observed that workers are sharply demanding at least medical allowance, night shift allowance, house rent allowance and leave travel allowance as early as possible. Shri Shankarrao Patil Committee have denied the night shift allowance, rent allowance, conveyance allowance. But immediate steps must be taken in this regard as early as possible. Demand of washing allowance to factory workers must be considered.

c) Bonus :

Bonus is generally regarded as monetary incentive. It is only by virtue of monetary incentives that the workers can satisfy their fundamental requirements of food, clothing and shelter, according to their sweet will. This has been well recognised by Government of India and had fixed the rate of bonus by making amendments in the Payment of Bonus



Act, 1965, as 8.33 % (or Rs. 80 whichever is higher subject to a maximum of Rs. 750). In accordance with the decision of the Government of India, to this effect, this sugar factory is paying bonus at the rate of 20 % per year for the last three years i.e. 1982 to 1985. In 1982-83 the factory had paid 20 % bonus plus 6 % ex-gratia and distributed Rs. 15 lacs on account of bonus. In 1983-84 accounting year the rate of bonus remained 20 % plus 6 % ex-gratia and distributed Rs. 14.50 lacs as bonus. In 1984-85 it has been provided to pay 20 % bonus and provision of Rs. 16.00 lacs is made in the budget of the factory. It is clear that factory is strictly observing all the provisions of the Payment of Bonus Act.

Bonus is calculated on the total amount of payment/ wages received during the last year excluding the amount of without pay leaves, by an individual worker and paid before Divali festival every year. Recently the sugar factories have started to pay the bonus on amount of retention allowances received by the seasonal employees. Bonus is paid to permanent, seasonal permanent, daily wages workers and to badali workers also.

It is closely observed and concluded from the responses of the sample respondents that majority of the workers and Trade Union leaders are also satisfied with the

rate and method of bonus payment adopted by the management of this sugar factory. Shri Shankarrao Bajirao Patil Committee appointed to consider the demands of sugar factory workers is also satisfied with the method and rate of bonus adopted and committee had advised to continue existing practice. In short this factory is paying satisfactory bonus.

i) Utilisation of Bonus :

40 % of the respondents have utilised the amount of bonus received for Divali festival and 30 % of which have spent the amount to meet daily expenses. 12 % of workers have utilised the amount of bonus for repayment of old debts. 3 % have saved it in bank account and 1 % have invested. 4 % have purchased consumers durable goods. 10 % of workers have utilised the bonus for other purposes such as payment of old medical charges, purchase of agriculture inputs or repairs of house.

It makes clear that either the workers have not reached the expected level of habit of saving and thrift or the wages and salaries are not sufficient to meet daily expenses.

ii) Borrowings of the Workers :

Almost all the workers of this sugar factory i.e.

90 % have to borrow from somewhere. 25 % of them borrow to meet monthly expenses. 10 % borrow to meet medical expenses. 40 % of them have to borrow to meet festival expenses and 3 % to meet educational expenses. 4 % borrow to purchase durable goods, 3 % to purchase of vehicles, 5 % to purchase of property and 10 % to meet unexpected expenses such as marriage, guests and sickness, etc.

Out of above workers, 4 % workers borrow from friends, 3 % workers from co-operative or commercial banks, 4 % from money lender and majority of the workers i.e. 79 % borrow from Workers Co-operative Credit Society. Only 10 % workers need not to borrow.

In short the Workers Co-operative Credit Society is playing an important role in meeting the credit needs of the workers.

#### 6.4. Kumbhi-Kasari Workers Co-operative Credit Society :

In the course of interview and having gone through the records of Time Office, it is observed that the majority of workers were indebted and their take-home pay was very low. The average amount of the indebtedness has been worked out at Rs.2000 per worker. Out of 1016 workers, it is found that 798 workers were indebted to the Workers Co-operative Credit Society.

With a view to provide debt relief to the workers and other staff a cooperative credit society named "Kumbhi-Kasari Sakhar Kamgar Vividh Karyakari Sahakari Mandali Limited, Kuditre" was started in 1964 under registration No. KPR/BNK/304/1964 to provide credit at low rate of interest, to be paid in easy instalments by way of recovery from their monthly emoluments. The number of members has increased from 880 in 1982-83 to 971 in 1984-85. The paid up share capital were Rs.8,33,535 in 1982-83 increased upto Rs.12,00,065 in 1984-85. The working capital of this society was Rs.10,23,254 in 1982-83 which increased upto Rs. 15,90,828 in 1984-85. The authorised share capital of this society was Rs.10,00,000 in 1982-83 which was increased upto Rs.25,00,000 in 1984-85. The society has distributed Rs. 13,61,980 as loans to workers in 1982-83 as against Rs. 19,35,061 in 1984-85. Total turnover of this society were Rs. 41,00,077 during the year 1982-83 and Rs. 57,34,593 in 1984-85 and net profit was Rs.88,281 in 1982-83 which went upto Rs. 1,28,225 in 1984-85.

The special feature of this society is that the society is advancing loans to the workers at right time and need without external help of any other bank. It is raising the finance through deposits, contribution from workers and share capital. The society is advancing loans for marriages, purchase of houses, vehicles to the workers.

The general opinion of the workers was favourable regarding the functioning of the society during the course of interview.

6.5. Incentives :

The factory has not introduced incentive schemes to induce the workers to work more and more. Neither financial nor nonfinancial scheme has been introduced. Factory paying wages, salaries, bonus and ex-gratia not as monetary incentives but as legal requirements. Job security is offered not as non-monetary incentive but as a part of Trade Union movement. No recognition or pride of job is given to worker, no participation at shop level, no delegation of authority, no training facilities are available, no prize system for good work, no attendance bonus is paid, no return on investment of workers. The factory is providing welfare activities under Factories Act, 1948, but they are insufficient.

During the course of interview the workers demanded that suggestion scheme should be adopted. The organisation should also provide training and development facilities to the workers after and before employment. All the workers thought that it is necessary to provide non-monetary incentive along with monetary with the employees to make the wages and salary administration effective.

#### 6.6. Participation in Management :

It has been observed that only 9 % respondents have participated in management. 91 % of the respondents thought that they do not participate the management. No joint committee system, no suggestion scheme, no co-sharing, no co-partnership, no joint management councils, neither shop nor plant councils. Only representative of employees has been taken on the Board of Directors of this sugar factory as required by laws and bye-laws of this sugar factory. It has been argued that the Employee Director has no voice on the Board of Directors. Because, although, he is not a member of the executive committee of the Board, he is a member of the Board of Directors, in which the personnel policies are framed and executed. The workers demand that the Employee Director should be a member of the Executive Committee to make the participation of the workers in the real sense and fruitful.

#### 6.7. Retirement Benefits :

It is observed during the course of interview, the workers/employees get retirement benefits such as Family Pension, Gratuity and Contributory Provident Fund (that is employee's contribution plus employer's contribution). Payment of Family Pension, Gratuity is made as early as possible after the worker retires from the service, so as

to make him able to start some earning side business after retirement. The workers have demanded for Pension Scheme like Government Servants.

Almost all the workers have joined the contributory Provident Fund Scheme. This sugar factory is investing average Rs. 63,000 per month towards the employer's contribution along with Rs. 63,000 per month towards employee's contribution in off-season period and average Rs. 88,000 per month in season period. Total 995 workers, with contribution at the rate of 8 % per month have joined. The amount of Provident Fund is repaid as soon as the worker is relieved from his duties in forfeited percentage basis.

Gratuity is paid according to Payment of Gratuity Act, 1972. This factory is paying 7 days wages for every completed season of service for seasonal workers and 15 days wages for every completed year of service for permanent employees, before one month after receiving such application. Family Pension is paid in case of dead workers.

#### 6.8. Leaves :

The workers of this sugar factory are very much conscious about the leave facility. According to the decision given by Industrial Court the sugar factory is extending following types of leaves for the workers.

	Privilege	Casual	Sick
Permanent	30 days	12 days	14 days
Seasonal	For per 20 days one day leave	6 days	7 days

81 % of the workers are satisfied about the leave facilities available and 19 % of the workers are not satisfied about the facilities of leaves mainly because of their agricultural work.

The permanent workers are allowed to consume the privilege leave as and when required or they can encash the balance of privilege leave not less than 30 days, at the end of the year. Seasonal workers are not allowed to consume the privilege leave they are entitled to receive the encashment facility.

Casual and sick leaves are not encashed. They are demanding the facility of encashment of casual and sick leave also.

#### 6.9. Retention Allowance :

The seasonal permanent workers of this sugar factory are entitled for retention allowance in off-season period. Skilled A, B, C and clerical employees are paid retention



allowance at the rate of 50 %, semi-skilled workers at the rate of 25 % and unskilled workers at the rate of 11 %.

Every worker of this sugar factory can take weekly off. 80 % of the workers are utilising the weekly off for the purpose of agriculture work and for domestic purposes. 16 % workers used their weekly off for taking rest at home.

#### 6.10. Accident and Compensation :

The life of industrial worker is full of risks and hazards, and it may lead to acute ailment or permanent handicaps. Under the Workmen's Compensation Act, 1923, a personal injury to an employee which has been caused by an accident or an occupational disease, and which arises out of, or in the course of employment and which would entitle such employee to compensation.

In Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, the life of the workers, working specially in Engineering, Manufacturing, Vehicle, Godown and Stores Department is always in danger because they have to deal always with machinery, chemicals, acids, vehicles, heap of sugar bags and stores. In Engineering department and in Manufacturing department, there are some high danger zones. In these departments accidents increase late in night. They do not usually occur during the hours of the work day. They are

more frequent during the night shifts. This is partly to fatigue and partly to the fact that night is the period when one requires rest.

During the course of interview, the researcher has found that no major accident was involved in case of any respondent under study. Some minor types of accidents were involved during the course of employment in case of some respondents. They were compensated with free medical aid and no special leave, medical allowance or other benefits.

The Trade Union leaders and the workers demand that in case of accident, the worker must be sanctioned special leave, required for rest and speedy recovery, until the worker becomes fit to join his duties as before. The researcher is glad to note here that the management had given priority in recruitment to the relative of the worker, died while working in the sugar factory. It is also observed that most of the minor accidents, such as eye-injury, breaking hand, small wounds, are due to humes, dusts and effluvia. So factory should be kept clean and free from effluvia.

#### 6.11. Overtime Payment :

Overtime is regarded as extra time worked by an employee or worker after his regular office or working time.

Taking into consideration the increasing pressure of work load the Managing Director is empowered to allow the overtime work to the workers. But now a days the overtime period is controlled by the Managing Director, considering the bad habits of workers not to work at regular time and to do the pending work at overtime. The overtime payment is done under the supervision of the Sectional Incharge and/or Head of the Department. Overtime is paid at double the rate than the regular rate of pay, per hour to the workers working inside the factory premises and at regular rate (not double) to the office employees, working outside the factory compound area.

Generally this factory has to pay overtime at the time of starting the crushing season because of repairing work, and at the time of general holidays.

It is observed that the factory is paying Rs.80,000 to Rs. 1,00,000 per month as overtime. Generally the overtime has to be paid to the workers, working in the Engineering, Watch and Ward, Manufacturing and Agriculture Departments.

#### 6.12. Credit Purchase Facilities through

Shetkari Sahakari Sangh Ltd., Branch Kuditre :

27 % of the workers are taking advantage of credit purchase scheme introduced by Shetkari Sahakari Sangh Ltd.,

Branch Kuditre. The workers used to purchase cloth, provision, grossery and other house-hold commodities on credit throughout the month. The bill is deducted from the salaries of the workers. Monthly credit purchases by the workers are near about Rs. 75,000.

6.13. Sugar at Concessional Rate :

Every worker, whether he may be a seasonal or permanent is entitled to receive 3 Kgs of sugar at the rate of Rs.3.50 per Kg per month.

6.14. Absentism of the workers :

It is observed from the records maintained and during the course of interview that the rate of absentism in the factory is very low i.e. 16 % workers remain absent mainly not more than 5 days in a month. Normally absentism is not desirable more than 10 %. Thus this is the problem in this sugar factory. Majority of the workers remain absent from the duty on account of sickness, agriculture work, some private office work, social and religious functions. But most of the workers are punctual. 84 % workers are not remaining absent for any reason. Most of the workers and employees remain absent with prior permission of the Head of their department. Very few workers remain absent without prior permission.

#### 6.15. Housing Facilities :

Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre has built up three colonies for workers, staff and officers. Out of 1016 workers, 321 workers are living on factory site for whom Karkhana has made housing accommodation. The preference is given to family holders, workers from long distance and night shift workers. The rate of rent is Rs.7.50 per two joined rooms in 'E' type chal per month and Rs.10 per month for two room 'E' type bungalows. There are C and E type bungalows for officers and supervisors. The rate of rent is Rs.30 and Rs.40 per month respectively. Workers are not paid house rent allowance. Only 9 officers are paid house rent allowance in this sugar factory.

During the course of interview, it is observed that the housing facilities are not sufficient taking into consideration the large number of workers. The water and sanitation facilities are not proper in the colonies. The seasonal workers are not provided houses. No proper planning was made while erecting these colonies. Workers are demanding the house rent allowance, and it should be considered by the management of this sugar factory.

#### 6.16. Role of Trade Union :

A Trade Union movement can help to bring about harmonious industrial relations by installing a sense of responsibility in the minds of its members. This paves the way for increased industrial productivity which contributes to the prosperity of the employer, employees and the nation at large. However, Trade Union movement in India has not developed on such sound lines and is today beset with many obstacles like multiplicity, outside leadership, irregular working etc. Most of the Union leaders combine political interest with union work and thus make them appendages of political parties. Independent and dependent trade union leaderships are in a microscopic minority. Against this background, if we examine the trade union movement in Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, many favourable points can be mentioned.

Right from the beginning of the factory, the Sakhar Kamgar Union, Kolhapur has been working and is affiliated to the Maharashtra Rajya Sakhar Kamgar Mahasangh.

There has been a steady and continuous increase in the number of membership of the Sakhar Kamgar Union, Kolhapur and has reached to 900 in the year 1985.

Most of the workers in Kumbhi-Kasari Sahakari Sakhar Karkhana Ltd., Kuditre, in the course of interviews, expressed the opinion that their leaders have helped in the past and are helpful to them. They (80 %) strongly believed that there should be only one union in an undertaking to avoid rivalaries and consequently weak bargaining power. However, the level of members involved in the union activity was observed to be rather low and less than 50 % members attend the meetings.