

CHAPTER -IV :

STATISTICAL TABLES ,

ANALYSIS AND

INTEPRETATION .

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STATISTICAL TABLES, ANALYSIS AND INTERPRETATION

A) Information about Statistical Method:-

A thorough study of the representative sample of 130 seasonal workers in the Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar was undertaken and the detailed interviews and probing questions gave very useful information. The classified data is put up in the table forms which will reveal the nature of the seasonal workers in Ashok Saharkari Sakhar Karkhana Ltd., Ashoknagar.

B) Interpretation :-

The interpretation is drawn from the analysis. This interpretation will also be useful to give specific information about the seasonal workers in Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar Taluka Shrirampur Dist. Ahmednagar.

1) SEX :- The investigator has found that there were only male respondents. In sugar factory most of the work is physical and only men with physical fitness are required as labourers. This is the main reason for all the labour being male in a sugar factory and the study is related to only the male respondents.

2) RELIGION AND CASTE:-

Research worker has found that the seasonal

workers in Ashok Sahakari Sakhar Karkhana Ltd.,
Ashoknagar come from various villages and belonging
to various castes.

Table No.4.1 :

Distribution of the respondents accordint to
caste structure:-

Sr.No.	Religion and caste	No. of Responde- nts.	Percentage.
1.	Maratha	68	52.30%
2.	Hindu-Mahar	13	10.00%
3.	Muslim	08	6.15%
4.	Mali	05	3.84%
5.	Christian	04	3.08%
6.	Dhangar	04	3.08%
7.	Hindu-Mang	04	3.08%
8.	Naw-Baudha	04	3.08%
9.	Chambhar	03	2.30%
10.	Brahmin	02	1.54%
11.	Sonar	02	1.54%
12.	Bhangi	02	1.54%
13.	Kasar	01	0.77%
14.	Lingait	01	0.77%
15.	Beldar	01	0.77%
16.	Wadar	01	0.77%
17.	Joshi	01	0.77%

Table No.4.1 contd...

Sr.No.	Religion and caste	No.of Responde- nts.	Percentage.
18.	Vanjari	01	0.77%
19.	Koli	01	0.77%
20.	Jain	01	0.77%
21.	Parit	01	0.77%
22.	Thakur	01	0.77%
23.	Sutar	01	0.77%
Total:		130	100.00

(Source : Interview schedule)

Generally, it is found that there is no distribution made by the factory, while employing the seasonal workers in the factory. The criteria of appointing such workers is determined on the basis of their skills and work experience.

The above table shows that seasonal workers in factory belong to a wide variety of religion and caste. The investigator on the basis of the table found that the majority of the respondents belong to higher caste like Maratha, Hindu-Mahar and ~~Muslim~~ muslim. It shows

that there is a majority of Maratha respondents in the factory, Maratha caste which consist 68 respondents out of 130 i.e. 52.30% of the total population of the seasonal workers and only remaining 62 respondents i.e. 47.70% come from other castes such as Hindu-Mahar 13%; Muslim 8%; Mali 5%; Naw-Boudh 4%; Chambhar 3%; Brahmin 2%; Sonar 2%; Bhangi 2%, Kasar 1%; Lingait 1%; Beldar 1%, Wadar 1%, Vanjari 1%; Joshi 1%, Koli 1%; Jain 1%, Thakur 1%; Parit 1%; Sutar 1% .

The statistics clearly indicates that the people who belong to Maratha caste ~~is~~ form a ~~majority~~ majority of seasonal workers. It may be due to the fact that factory is situated in a place where the Maratha caste is in majority, and from the table it is clear that dominating group is of Maratha caste in sugar factory.

Age-wise distribution of the respondents:-

Age is an important determinant factor of persons behaviour since it is related to his liking, disliking and interest. The efficiency and capacity of workers depends upon his age.

Due to the low production of agriculture and poor economic conditions, they cannot fulfill their family needs in native places and so they try to get employment in factory as seasonal workers.

Generally young people migrate for employment and older persons work on their land. The seasonal workers have to work on machinery continuously for eight hours. Such type of hard work can only be done by young persons.

Table No.4.2 :

Distribution of the respondents according to their age range :

Sr.No.	Age of Respondents	No. of Respondents.	Percentage
1.	21 to 30 years	57	43.84%
2.	31 to 40 years	45	34.62%
3.	41 to 50 years	24	18.46%
4.	51 to 60 years	04	03.08%
Total		130	100.00%

The above table shows that 57 respondents out of 130 i.e. 43.84% of 21 to 30 years and 45 respondents i.e. 34.62% are in the age group of 31 to 40 years, and 24 respondents i.e. 18.46% are in the age group of 41 to 50 years where as only 4 i.e. 3.08% of the respondents ~~mixt~~ are in the age group of 51 to 60 years.

It shows that in factory there is a majority of

young respondents. The majority of seasonal workers are from category of 21 to 30 years.

4) MARITAL STATUS:

TABLE NO.4.3 :

Distribution of the respondents according to their marital status:-

Sr.No.	Marital status of the respondents	No.of Respondents.	Percentage
1.	Married	124	95.38%
2.	Unmarried	006	04.62%
Total:		130	100.00%

The above table shows that there are 124 respondents i.e. 95.38% of the respondents are married and 6 respondents out of 130 are unmarried i.e. 4.62% respondents unmarried.

It shows that there is a great majority of married respondents in sugar factory.

5) Education :

Education brings out ~~of~~ the desirable change in the behaviour of individual. It helps in increasing the knowledge, skills and attitudes of individuals.

The following table shows the educational level of the respondents.

TABLE 4.4 :

Distribution of the respondents according to their educational background:-

Sr.No.	Educational back-ground of the respondent.	No. of Respondents	Percentage
1.	Primary	64	49.23%
2.	Secondary	50	38.46%
3.	Higher Secondary	01	0.77%
4.	Technical	Nil	Nil
5.	Under-graduate	01	0.77%
6.	Graduate	04	3.08%
7.	Illiterate	10	7.69%
Total:		130	100.00

The above table indicates that out of 130 respondents there are 64 respondents i.e. 49.23% in the education group of primary level whereas in the secondary education group the percentage of respondents is 38.46% i.e. 50 respondents. One respondents i.e. 0.77% is educated upto under-graduate level, out of 130 respondents only 4 respondents i.e. 3.08% are in the

category of graduate level. At the same time in sugar factory 10 respondents i.e. 7.69% respondents are uneducated.

Most of the seasonal workers are in the primary education group.

6) Departments:-

The investigator interviewed 130 respondents from sugar factory from 14 different departments. The departmentwise respondents are shown in the following table.

TABLE 4.5 :

Distribution of respondents according to their departments:-

Sr.No.	Departments	No. of Respo- ndents.	Percentage
1.	Manufacturing	41	31.54%
2.	Engineering	26	20.00%
3.	Motor-Transport	03	2.30%
4.	Agriculture	26	20.00%
5.	Cane-yard	10	7.70%
6.	Watch and wadd	03	2.30%
7.	Cultivation	04	3.08%
8.	Account	02	1.54%
9.	Civil	02	1.54%
10.	Medical	01	0.77%
11.	Sugar-Godown	02	1.54%
12.	Electrical	02	1.54%
13.	Work-shop	01	0.77%
14.	Sanitation	07	5.38%
Total:		130	100.00%

The above table indicates that out of 130

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respondents 41 respondents i.e. 31.54% respondents are working in the manufacturing department, 26 respondents i.e. 20% are working in the Engineering department. 3 respondents i.e. 2.30% are working in Motor-transport, 26 respondents i.e. 20% are working in Agriculture department, 10 respondents i.e. 7.70% are working in Cane-yard departments, 3 respondents i.e. 2.30% are working in Watch and Ward department, 4 respondents i.e. 3.08 are working in cultivation department, 2 respondents i.e. 1.54% are working in Accounts department, 2 respondents i.e. 1.54% are working in Civil department, 1 respondent i.e. 0.77% is working in Medical department, 2 respondents i.e. 1.54% are working in Sugar-Godown department, 2 respondents i.e. 1.54% are working in Electrical Departments, 1 respondent i.e. 0.77% is working in Workshop department and 7 respondents i.e. ~~32~~ 5.38% are working in Sanitation department.

It shows that there is a majority of respondents working in manufacturing department. Manufacturing is the main process department of sugar factory. In Ashok Sahakari Sakhar Karkhana 41 respondents i.e. 31.54% are working in manufacturing department and only 1 respondent each ~~working is~~ working in Medical and Work-shop department i.e. 0.77% .

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7) Period of Service :

The following table gives the total period during which the respondents have been working in the factory.

Table No.4.6 :

Distribution of the respondents according to their period of service :

Sr.No.	Period of service in years.	No.of respondents.	Percentage
1.	1 to 5 years	22	16.92%
2.	6 to 10 years	44	33.84%
3.	11 to 15 years	26	20.00%
4.	16 to 20 years	18	13.84%
5.	21 to 25 years	10	7.70%
6.	26 to and above	10	7.70%
Total:		130	100.00%

This table indicates that 22 respondents i.e. 16.92% have been working in this factory for 1 to 5 years and 44 respondents i.e. 33.84% have been working for 6 to 10 years; 26 respondents i.e. 20% have been working for 11 to 15 years, 18 respondents i.e. 13.84% have been working for 16 to 20 years, 10 respondents i.e. 7.70% have been working for 21 to 25 years and remaining 10 respondents i.e. 7.70% have been working

for 26 and above years.

It is clear that 44 respondents i.e. 33.84% have been working for a period i.e. 6 to 10 years and only 10 respondents i.e. 7.70% have been working for a long period i.e. 26 and above years.

Factory season:-

Generally, the sugar factory starts operating in the month of October, when the sugarcane is mature for processing and the operation of sugar factory goes on till the end of May. Thus the working period of these workers is only 6 to 7 months.

8) Distance from place of work:-

Distribution of respondents according to their distance from place of work.

Research worker has found that the seasonal workers in Ashok Sahakari Sakhar Karkhana limited, Ashoknagar have come from various villages.

TABLE 4.7 (A)
Distribution of the respondents according to their distance from place of work:

Sr.No.	Distance of from place of work.	No.of Respond- ' ents.	Percentage.
1.	1 to 5 k.m.	21	16.15%
2.	6 to 10 k.m.	35	26.92%
3.	11 to 15 k.m.	13	10.00%
4.	16 to 20 k.m.	12	9.24%
5.	21 to 25 k.m.	08	6.15%
6.	Living at place of work.	41	31.54%
Total:		130	100.00%

The table given on page No.143 indicates that 21 respondents i.e. 16.15% come to factory from 1 to 5 k.m., 35 respondents i.e. 26.92 come to factory from 6 to 10 k.m., 13 respondents i.e. 10% come to factory from 11 to 15 k.m., 12 respondents i.e. 9.24% come to factory from 16 to 20 k.m. and 8 respondents come to factory from 21 to 25 k.m. and remaining 41 respondents i.e. 31.54% are living at the place of work.

It shows that in this factory, there are majority of the seasonal workers i.e. 89 respondents i.e. 68% who come to factory from various villages and the distance from place of work 1 to 25 k.m. and only 41 respondents i.e. 31.54% seasonal workers are living at the place of work.

Table No. 4.7 (B)

Mode of conveyance:-

There is no transport facilities provided by the factory. The investigator found that the following mode of conveyance of seasonal workers to come to work in the factory.

Distribution of the respondents according to their mode of conveyance.

Sr.No.	Mode of conveyance	No.of respondents	percentage.
1.	By bus	05	3.85%
2.	By bicle	84	64.62%
3.	Other/on foot	41	31.53%
Total:		130	100.00%

The table given on page No.144 indicates that out of 130 respondents 84 respondents i.e. 64.62% come to the factory by bicycle, 05 respondents i.e. 3.85% come to the factory by bus and remaining 41 respondents i.e. 31.53% come to the factory on foot; they are living at a place of work.

It is clear that the majority of the seasonal workers come to factory by bicycle, 84 respondents i.e. 64.62% come to factory by bicycle.

9) Table 4.8 :

Distribution of the respondents according to seasonal permanent and seasonal temporary :

Ex

Sr.No.	Particulars	No. of Respon- dents.	Percentage
1.	Seasonal permanent	45	34.62%
2.	Seasonal temporary	85	65.38
Total:		130	100.00%

The above table indicates that 45 i.e. 34.62% of the respondents are seasonal permanent and 85 i.e. 65.38% of the respondents are seasonal temporary.

It is clear that 85 respondents i.e. 65.38% seasonal workers are seasonal temporary. Due to

seasonal temporary position there is no surety in their service and no stability of their life and various facilities provided by factory are only for permanent workers.

Table No.4.9 :

Distribution of the respondents according to their salary:

Sr.No.	Monthly salary of Respondents.	No.of Respondents.	Percentage.
1.	Rs.507 to 600	Nil	Nil
2.	Rs.601 to 700	85	65.38%
3.	Rs.701 to 800	28	21.54%
4.	Rs.801 to 900	17	13.08%
Total:		130	100.00%

The above table indicates that 85 respondents i.e. 65.38% are in the rupees 601 to 700 income group and 28 respondents i.e. 21.54% are in ^{the} rupees 701 to 800 income group and the remaining 17 respondents i.e. 13.8% are in the rupees 801 to 900 income group.

It is clear that there are majority of the lower income group that is Rs.600 to 700 in this category, there are 85 respondents out of 130 i.e. 65.38% . From the

the table given on page No.146, it is clear that in the higher income group i.e. Rs.801 to 900, there are only 17 respondents i.e. 13.08% .

Size of family :-

The first reason mentioned by the respondent was connected to their family size. They stated that due to large families, it was not possible for them to meet their minimum family requirements from ~~xxx~~ their income. The size of family was big as compared to the land holding and the income from it. The following table gives the statistics of the family size of respondents.

Table No.4.10 :

Sr.No.	No.of family members	No.of Respond- ents.	Percentage.
1.	1 to 5	45	34.62%
2.	6 to 10	70	53.85%
3.	11 to 15	15	11.53%

The above table indicates that 53.85% seasonal workers have medium size families, 34.62% seasonal workers have small size families and 11.53% seasonal workers have large size families.

It is clear that in this factory majority of the seasonal workers have medium size families i.e. 53.85% .

12) Agriculture :-

Land Holding :- The investigator found that agriculture is an important source of income of the sugar factory seasonal workers.

TABLE NO.4.11 (A).

Distribution of respondents according to their land holding :-

Sr.No.	Particulars	No.of Respondents.	Percentage.
1.	Land holders	71	54.62%
2.	Landless respondents.	59	45.38%
Total:		130	100.00%

The above table indicates that in the sugar factory 54.62% respondents are having their own land whereas 45.38% respondents have no land from which to set income.

It is clear that in this sugar factory agricultural occupation at home is one of the most important source of income of seasonal workers. In this factory 71 respondents i.e. 54.62% are having their own land.

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Size of land holding :

TABLE NO.4.11 (B) :

Distribution of the respondents according to their
size of land holding :

Sr.No.	Size of land holding	No. of Respondents.	Percentage.
1.	1 to 3 Acres	39	30%
2.	4 to 7 Acres	22	16.92%
3.	8 to 11 Acres	08	6.16%
4.	12 to 15 Acres	02 --	--
5.	16 and above	02	1.54%
6.	Landless	59	43.38%
Total:		130	100.00%

The above table shows that 30% of the respondents hold a very small land i.e. 1 to 3 acres; 16.92% of the respondents hold 4 to 7 acres land; 6.16% of the respondents hold a 8 to 11 acres land and the remaining 2 respondents i.e. 1.54 have some what large land holding i.e. 16 and above acres. 45.38% respondents are landless.

It is clear that in the sugar factory 54.62% respondents are hold a size of land, but out of land holding respondents 39 respondents i.e. 30% of the

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respondents hold a very small size of land i.e. 1 to 3 ares.

13) Wage structure:

In sugar factory production is continuous and the seasonal workers are normally engaged in factory work on operating machinery and some of them are also engaged in office work as a ~~mixer~~ clerk. The factory work goes on for twenty-four hours. Output is uniform and all units are exactly identical during one or more process. In sugar factory, production of sugar goes through various processes hence single product of sugar is not produced by one worker, all workers are engaged in manufacture of average sugar production, so wages are given to workers by time rate method. Ashok Sahakari Sakhar Karkhana has adopted only one method of remunerating labour i.e. time rate method. Under this method of wages payment worker is paid at daily and monthly rate. This method of wages payment is found in sugar industries where quality of the goods produced is extremely important i.e. where the speed of production is beyond the control or energy of the worker i.e. production is automatic or it depends on heat treatment or a chemical reaction.

TABLE NO.4.12 :

PAYMENT SYSTEM:

Distribution of the respondents according to their Payment system or nature of salary:

Sr.No.	Payment system	No. of Respondents.	Percentage
1.	Daily wages	78	60%
2.	Monthly wages	52	40%
	Total:	130	100%

This table shows that 78 respondents i.e. 60% respondents get salary on daily wages system and only 40% respondents get salary on monthly ~~basis~~ basis.

Majority of the respondents in this sugar factory get daily wages.

Research worker can say here that daily wage workers are not earning money satisfactorily for their family due to this reason they cannot improve his living condition.

14) WORKING CONDITIONS :

Working conditions include temperature, air-movement, humidity, illumination, sanitation and ventilation, work hours, shift working conditions that

directly or indirectly influence the workers happiness, satisfaction or dissatisfactions at work.

TABLE NO.4.13 : (A) Attitude of the respondents their working conditions:

Distribution of respondents attitudes toward temperature:

Sr.No.	Attitude towards temperature.	No.of Respondents.	Percentage.
1.	Satisfied	94	72.31%
2.	36 Dissatisfied	36	27.69%
Total:		130	100.00%

The above table shows that in this sugar factory 94 respondents i.e. 72.31% workers are satisfied with their working conditions such as temperature and 36 respondents i.e. 27.69% workers are not satisfied with their working conditions such as temperature.

According to the study the investigator found that 27.69% workers ~~are~~ are not satisfied with the present working conditions such as temperature.

This working conditions concerned only those seasonal workers engaged in manufacturing department and engineering department.

TABLE NO.4.13 (B) :

Distribution of the respondents according to their attitudes about Air-movement:-

Sr.No.	Attitudes of Respondents about air-movement.	No.of Respondents.	Percentage.
1.	Satisfied	116	89.23%
2.	Not Not-satisfied	14	10.77%
Total:		130	100.00%

The above table clearly shows that 116 respondents i.e. 89.23% workers are satisfied about working conditions such as air-movement and only 14 respondents i.e. 10.77% workers are not satisfied about ~~xxxxxx~~ air-movement in the factory building.

The above analysis of the airmovement clearly shows that majority ~~x~~ of the seasonal workers are satisfied about airmovement ~~in~~ factory building, where seasonal workers are working continuously according to shift system.

TABLE NO.4.13 (C)

Distribution of the respondents attitudes towards
HUMIDITY:

Sr.No.	Attitudes about humidity.	No. of Respondents.	Percentage.
1.	Satisfied	113	86.92%
2.	Not satisfied	17	13.08%
Total:		130	100.00%

The above table indicates that in this sugar factory 113 respondents i.e. 86.92% workers are satisfied about humidity and only 17 respondents i.e. 13.08% workers are not satisfied about humidity.

It clearly shows that only 17 i.e. 13.08% workers are not satisfied about humidity, those seasonal workers already engaged in manufacturing and Engineering department only they are not satisfied about humidity in sugar factory.

TABLE NO.4.13(D):Distribution of respondents according to their attitudes about illumination:

Sr.No.	Attitudes of Respondents about Illumination.	No. of Respondents.	Percentage.
1.	Satisfied	125	96.15%
2.	Not satisfied	05	3.85%
Total:		130	100.00%

The above table indicates that 125 respondents i.e. 96.15% seasonal workers are satisfied about illumination where only 5 respondents i.e. 3.85% seasonal workers are not satisfied about illumination in the sugar factory building and office building.

Most of the seasonal workers are satisfied about illumination i.e. 96.15% respondents are satisfied about illumination.

Table No.4.13(E):- Distribution of respondents according to their attitudes about sanitation:-

Sr.No.	Attitudes of Respondents about sanitation.	No. of Respondents.	Percentage
1.	Satisfied	109	83.85%
2.	Not - satisfied	21	16.15%
Total:		130	100.00%

The above table shows that in sugar factory there

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are 109 respondents i.e. 83.85% seasonal workers are satisfied about sanitation and only 21 respondents i.e. 16.15% seasonal workers are not satisfied about sanitation.

In Ashok Sahakari Sakhar Karkhana most of the seasonal workers are satisfied about sanitation i.e. 109 respondents out of 130 i.e. 83.85% seasonal workers are satisfied about sanitation and according to the study, investigator has found that 16.15% of the respondents are not satisfied about sanitation and they are working cane-yard department. In cane-yard departments sanitation facilities are not provided by the factory.

TABLE NO.4.13(F):

Distribution of respondents according to their working condition such as ventilation:-

Sr.No.	Attitudes about ventilation.	No.of Respondents.	Percentage.
1.	Satisfied	128	98.46%
2.	Not satisfied	02	01.54%
Total:		130	100.00%

The above table indicates that in this sugar factory 128 respondents out of 130 i.e. 98.46% seasonal

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workers are satisfied about ventilation, and only 2 respondents i.e. 1.54% seasonal workers are not satisfied about ventilation.

It is clear that in Ashok Sahakari Sakhar Karkhana, ventilation is ~~xxx~~ satisfied because 128 respondents i.e. 98.46% seasonal workers are satisfied about ventilation.

15) WEEKLY OFF :

Weekly off is a factory rule but still some workers do not get this facility.

TABLE NO.4.14(A)

Distribution of respondents according to their weekly off :-

Sr.No.	Weekly facilities	No.of Respondents.	Percentage.
1.	Facilities-getting	99	76.15%
2.	Facilities not getting.	31	23.85%
Total:		130	100.00%

The above table shows that in this ~~xx~~ sugar factory 99 respondents out of 130 i.e. 76.15% seasonal workers are getting weekly off facilities but 31 respondents i.e. 23.85% seasonal workers are not getting weekly off facilities.

In this sugar factory most of the seasonal workers i.e. 76.15% respondents are getting weekly off facilities. ~~weekly off~~ According to the factory Act, most of the permanent seasonal workers are getting weekly off facilities but those who are not permanent seasonal workers appointed for temporary work are not getting weekly off facilities.

TABLE NO.4.14 (B) :

LEAVE FACILITIES:

The investigator has studied the system of leave facilities such as sick leave and optional leave and provision of the factory. It is interesting to note that the daily seasonal workers in this factory do not get leave facilities at all.

Distribution of the respondents according to their leave facilities:

Sr.No.	Leave facilities	No. of Respondents.	Percentage.
1.	Getting leave facilities.	46	35.38%
2.	Not getting leave facilities.	84	64.62%
Total:		130	100.00%

The above table indicates that 46 respondents out of 130 i.e. 35.38% of the respondents are getting leave

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facilities and 84 respondents out of 130 i.e. 64.62% of the respondents are not getting leave facilities.

According to the study the investigator found that 84 respondents i.e. 64.62% seasonal workers are not getting leave facilities. In this sugar factory most of the seasonal workers are on daily wages system and they are not getting leave facilities as like seasonal permanent or monthly seasonal workers.

16) WORKING SHIFTS :

The seasonal workers are normally engaged in factory work on operating machineries and some of them are also engaged in office work as clerks. The factory work goes on for twenty-four hours and hence the workers are divided into two shifts such as general shifts and rotation ~~into~~ shifts and rotation shifts also divided into three shifts. The first rotation shift from 4.00 a. m. to 12.00 noon and second shift from 12.00 noon to 8.00 P.M. and third shift from 8.00 P.M. to 4.00 P.M. The time of general shift from 8.00 A.M. to 5.30 P.M. including rest-time.

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TABLE NO.4.15 :

Distribution of respondents according to their working shifts :

Sr.No.	Working Shifts	No.of Respon- dents.	Percentage.
1.	General shifts	61	46.92%
2.	Rotation shifts	69	53.08%
Total:		130	100.00%

The above table shows that in this sugar factory 61 respondents out of 130 i.e. 46.92% are working in general shifts and 69 respondents i.e. 53.08% are working in rotation shifts.

According to the study, the investigator found that 69 respondents i.e. 53.08% are working in rotation shift due to continuous production process of sugar factory.

17) Absenteeism of seasonal workers:

Table:No.4.16:- Distribution of the respondents according to absenteeism of work without permission:

Sr.No.	Particulars	No.of Respon- dents.	Percentage.
1.	Absent without permission.	21	16.15%
2.	Not absent	109	83.85%
Total:		130	100.00%

The above table ~~ind~~ indicates that in this

sugar factory 21 respondents out of 130 i.e. 16.15% are absent without permission and 109 respondents out of 130 i.e. 83.85% not absent.

It is clear that only 16.15% respondents are absent without permission due to sickness, accident, social and religious functions.

18) WELFARE FACILITIES:

Worker is the main component in the working of sugar factories. The factory work goes on for twenty four hours and the seasonal workers are normally engaged in factory work on operating machineries hence every sugar factory provides welfare facilities to the workers. According to the study the investigator found a difference between permanent workers and seasonal workers regarding welfare facilities provided by the factory.

TABLE NO.4.17 (A)
Distribution of respondents according to welfare facilities such as washing and bathing provided by factory:

Sr.No.	Washing and Bathing facilities.	No.of Respondents.	Percentage.
1.	Yes	117	90%
2.	No	13	10%
Total :		130	100%

The above table indicates that in this sugar industries washing and bathing facilities were relatively

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provided to 117 respondents i.e. 90% of the respondents out of 130; and 13 respondents i.e. 10% seasonal workers are not getting washing and bathing facilities.

It is clear that in this sugar factory washing and bathing facilities were relatively provided to 90% respondents.

TABLE NO.4.17 (B) :

Distribution of respondents according to welfare ~~work~~ facilities such as sitting facilities:

Sr.No.	Sitting facilities	No.of respond-ents.	Percentage.
1.	Yes	95	73.08%
2.	No	35	26.92%
Total:		130	100.00%

The above table indicates that 95 respondents i.e. 73.08% respondents are getting sitting facilities and 35 respondents ~~is~~ i.e. 26.92% are not getting sitting facilities.

It is essential that sitting facilities are provided for allworkers obliged to work in a standing position, in order that they may take the advantage of any opportunities for rest which may occur in the course of their work. In this factory sitting facilities are

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provided to 73.08% respondents.

TABLE NO.4.17(C) :

Distribution of respondents according to canteen facilities provided by factory:-

Canteen facilities are provided to all seasonal workers like permanent workers. According to the study the investigator found that canteen facilities are not good in Ashok Sahakari Sakhar Karkhana. The majority of the seasonal workers are dissatisfied about canteen facilities provided by factory. The canteen facilities are not good because the canteen is run by an independent contractor and the contractor is not interesting in improving the quality of food and tea.

The following table shows the opinion of respondents towards canteen facilities:

Sr.No.	Canteen facilities	No. of Respondents.	Percentage.
1.	Satisfied	07	5.38%
2.	Not satisfied	123	94.62%

The above table indicates that in sugar factory only 7 respondents i.e. 5.38% seasonal workers are satisfied about canteen facilities and 123 respondents out of 130 i.e. 94.62% are not satisfied about canteen facilities.

According to the study investigator found that in Ashok Sahakari Sakhar Karkhana majority of the seasonal workers i.e. 94.62% are dissatisfied about canteen facilities provided by the factory.

TABLE NO.4.17 : (D)

Distribution of the respondents according to their rest-room facilities provided by Factory:

Sr.No.	Rest-room facilities provided.	No.of Respondents.	Percentage.
1.	Yes	71	54.62%
2.	No	59	45.38%
Total:		130	100.00%

The above table shows that in sugar factory 71 respondents i.e. 54.62% are provided rest-room facilities by factory, and 59 respondents i.e. 45.38% respondents are not provided rest-room ~~facti~~ facilities.

According to the above table investigator found that in Ashok Sahakari Sakhar Karkhana only 54.62% seasonal workers are provided rest-room facilities, they are working in manufacturing, engineering and other departments.

TABLE NO.4.17 (E) :

Distribution of the respondents according to their medical facilities provided by factory:

According to the factory Act, this factory provides medical facilities to seasonal workers during the crushing season. During the off season medical facilities are not provided to the seasonal workers and the benefit of medical facilities are not extended to the family members of ~~XXXX~~ seasonal workers. There is no difference between permanent workers and seasonal workers regarding medical facilities provided by factory. All seasonal workers get benefit of medical facilities in this factory.

The following table shows that the opinion of seasonal workers towards medical facilities provided by factory.

Sr.No.	Medical facilities	No. of Respondents.	Percentage.
1.	Satisfied	118	90.77%
2.	Not satisfied	12	9.23%
Total:		130	100.00%

The above table indicates that 118 respondents i.e. 90.77% are satisfied about medical facilities and only

12 respondents i.e. 9.23% are not satisfied about medical facilities.

It is clear that the majority of the seasonal workers i.e. 90.77% are satisfied about medical facilities.

Recreational facilities:

According to the study investigator found that in Ashok Sahakari Sakhar Karkhana recreational facilities are not provided to seasonal workers, only permanent workers get the benefit of recreational facilities in this sugar factory.

Educational facilities:

According to the study investigator found that in sugar factory educational facilities are not provided to seasonal workers, majority of the seasonal workers come daily from their villages. Hence, seasonal workers' childrens are not getting educational facilities. Ashok Sahakari Sakhar Karkhana has introduced Public School in factory premises but seasonal ^{workers} do not get the benefit of Public School due to the heavy fees and insufficient income of the seasonal workers.

~~ix~~

Grain shop and concessional rate sugar from factory:

According to the study the investigator found that the factory gives every seasonal workers 2 k.gs. sugar sugar per month of concessional rate and 5 k.gs. sugar

to permanent worker from the factory.

TABLE NO.4.17(F):

Distribution of respondents according to their opinion towards grain-shop and concessional rate sugar from factory:

Sr.No.	'Opinion of respondents towards concessional rate(Sugar).	'No.of Respondents.	'Percentage.
1.	Satisfied	67	51.54%
2.	Not satisfied	63	48.46%
Total:		130	100.00%

The above table indicates that 67 i.e. 51.54% respondents are satisfied about concessional rate sugar and 63 i.e. 48.46% respondents are not satisfied about concessional rate sugar from factory.

In Ashok Sahakari Sakhar Karkhana gives every seasonal worker concessional rate sugar only during the crushing season of the factory hence only 51.54% respondents are satisfied about concessional rate sugar from factory.

19) Housing structure of the factory:-

Generally, every factory has its own provision for the workers working in the factory. The housing structure of factory workers differ according to the types of

workers. The permanent workers are made provisions in a permanent settlement of the factory premises and the seasonal workers are provided with ordinary shelter at minimum cost. In this factory the seasonal workers are also provided with the housing facilities which are of simple and low cost nature. These houses are made of the bamboos and mats with the roofs. The structure of the house is very simple and small size which hardly accommodates the family members. The same room, so called house, has to be used for various purposes such as cooking and sleeping.

In such circumstances, they have to face a number of problems while living in such houses. As the house is made of bamboos and mats they have to be very careful about fire, secondly due to shortage of place they cannot manage to have a good family life. In the rainy season they hardly find any safe accommodation where they can protect themselves from rain and unhygienic atmosphere.

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TABLE NO.418 :

Distribution of the respondents according to their housing ~~facilities~~ facilities:

Sr.No.	Housing facilities	No. of Respon- dents.	Percentage.
1.	Yes	23	17.69%
2.	No	107	82.31%
Total:		130	100.00%

The above table shows that in sugar factory 23 respondents out of 130 i.e. 17.69% respondents have houses provided by sugar factory and 107 respondents i.e. 82.31% respondents have no housing facilities.

It is clear that in this sugar factory 107 respondents i.e. 82.31% do not get housing facilities and only 17.69% respondents have housing facilities provided by factory.

These remaining respondents told investigator that they require housing facilities from sugar factories but sugar factories are not in a position to provide them housing facilities.

20) Provident fund facility:

For labourers provident fund is very useful in

their future life as it provides security against the contingencies or uncertainties that may arise after their retirement from their service. But provident fund facilities are not available to all the seasonal workers.

TABLE NO.4.19 :

Distribution of the respondents according to the provision of provident fund facilities: -

Sr.No.	Provident fund facilities.	No. of Respondents.	Percentage.
1.	Yes	76	58.46%
2.	No	54	41.54%
Total:		130	100.00%

The above table shows that 76 i.e. 58.46% respondents get provident fund facilities whereas 54 i.e. 41.54% respondents do not get provident fund facilities in sugar factory.

It can be said that the sugar factory provides provident fund facilities to its seasonal workers to a greater number of respondents i.e. 58.46%.

21) BONUS FACILITIES:-

Every seasonal worker is entitled to get bonus from the factory. The rate of bonus is calculated on the

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basis of the profit gained by the factory. It is calculated in percentage of the Annual Payment of worker. The rate of bonus given by the factory is the same to for the permanent and seasonal workers. The minimum rate of the bonus given by this factory is 8.33% of the total annual income. This rate is the same for the seasonal as well as permanent workers. During the year 1982-83, the bonus was given at the rate of 12% of the annual income. Thus the average benefit of bonus received by the seasonal workers was Rs.900/- to 1200/- .

There was decrease in the rate of bonus by 5.66% than before during the last season.

22) TRADE UNION :-

Many times the workers are punished or troubled by the higher authorities and other people. The trade unions have given the protection to the modern workers to secure their rights and work in secure conditions. In this factory, there is one strong union viz.

"Shrirampur Taluka Sakhar Kamgar Sabha."

This union is functioning properly for the workers. Every seasonal worker is member of this trade union but majority of the seasonal workers are not satisfied about this trade union.

TABLE NO.4.20 :

Distribution of respondents according to their opinion about trade union:

Sr.No.	Opinion of respondents towards trade union.	No. of Respondents.	Percentage.
1.	Satisfied	32	24.62%
2.	Not satisfied	98	75.38%
Total:		130	100.00%

The above table indicates that in this sugar factory 32 i.e. 24.62% respondents are satisfied about their trade union and remaining 98 i.e. 75.38% respondents are not satisfied about their trade union.

It is clear that 98 i.e. 75.38% respondents are not satisfied about their trade union due to this trade union ~~not~~ is not functioning properly for the solving problems of seasonal workers.

23) Work during the off season:

According to the study investigator found that the working period of seasonal workers is only for 6 to 7 months. The factory discontinues them when the season is over. As this study is concerned with the seasonal workers who work only during the season, when factory

work goes on. During the off season they are required to face unemployment problem, some of them work at some other places, work in agriculture and some of them run business.

TABLE NO.4.21:

Distribution of respondents according to their work in off season.

Sr.No.	Particulars	No. of Respo- ndents.	Percentage.
1.	Work at some other place.	45	34.62%
2.	Work in agriculture	39	30.00%
3.	Run some business	13	10.00%
4.	Remain unemployed	33	25.38%
Total:		130	100.00%

The above table indicates that 45 i.e. 34.62% respondents work at some other place; 39 i.e. 30% respondents work in agriculture and 13 respondents i.e. 10% run some business whereas the remaining 33 respondents i.e. 25.38% remain unemployed during the off season.

According to the study ~~investix~~ investigator found that 74.62% respondents work at some other places, work in agriculture and run some business that is the majority

of the seasonal workers are employed during the off season and only 25.38% seasonal workers remain unemployed during the off season.

23) Retention Allowance:-

The retention allowance is a special benefit given to the seasonal workers during the off season in which they are not employed in the factory. The purpose of giving such allowance is to maintain the continuity of attachment of the workers to the factory as seasonal workers and to maintain the assured supply of experienced workers in years to come.

The rate of such allowance varies according to categories of the workers. The unskilled workers are given the benefit at the rate of 11% of the basic salary per month, ~~and~~ semi-skilled workers get 25% and skilled and clerical workers get 50% .

It is noticed that such allowance is very much helpful to the workers during the off season in which they are allowed to go out to take up other jobs. It was further noticed by the method of observation and discussion that some workers ~~purpose~~ purposely try to remain seasonal since they ~~they~~ get double benefit during the off season. Generally, every seasonal worker gets nearly Rs.400 to Rs.1,000/- for the off season in terms of retention allowance.

TABLE NO.4.22 (A)

Distribution of respondents who get retention money during the off season:

Sr.No.	Retention allowance get from factory.	No.of Respon-dents.	Percentage.
1.	Yes	45	34.62%
2.	No	85	65.38%
Total:		130	100.00%

The above table indicates that 45 i.e. 34.62% respondents get retention allowance during the off season from the factory and the remaining 85 i.e. 65.38% respondents do not get retention x money during the off season.

According to the above study the investigator found that in sugar factory only 34.62% respondents get benefit of retention allowance from factory during the off season and 65.38% respondents do not get benefit of retention allowance during the off season. The majority of seasonal workers do not get the benefit of retention allowance as they are appointed on daily wages by the factory.

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TABLE NO.4.22 (B) :

Distribution of respondents according to rate
of retention money :-

Sr.No.	Rate of Retention allowance.	No.of Respondents.	Percentage.
1.	11% of monthly salary	09	6.93%
2.	25% of monthly salary	20	15.39%
3.	50% of monthly salary	16	12.30%
4.	No Retention allowance.	85	65.38%
Total:		130	100.00%

The above table shows that 6.93% respondents get 11% retention allowance, 15.39% respondents get 25% retention allowance and 12.30% respondents get 50% retention allowance and remaining 65.38% respondents do not get retention allowance.

The above study shows that the rate of retention allowance varies according to the categories of seasonal workers. It is clear that 6.93 percent respondents get 11% retention money on monthly salary, 15.39% respondents get 25% retention money and 12.30% respondents get 50% retention allowance on monthly salary.

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TABLE NO.4.23 :

Distribution of the respondents according to
view about their wages :

Sr.No.	Views of Respondents towards wages.	No.of Respo- ndents.	Percentage.
1.	Satisfied	30	23.08%
2.	Dissatisfied	100	76.92%
Total:		130	100.00%

The above table indicates that 30 i.e. 23.08% respondents are satisfied about wages and 100 i.e. 76.92% respondents are not satisfied about wages.

It is clear that majority of the seasonal workers are not satisfied about wages due to insufficient income, 72.92% respondents are not satisfied about wages.

TABLE NO.4.24 (A)

Distribution of the respondents according to their
indebttness:-

Sr.No.	Indebttness of Respond- ents.	No.of Respo- ndents.	Percentage.
1.	Indebttness	119	91.54%
2.	Not debts	11	8.46%
Total:		130	100.00%

The above table shows that in sugar factory there are 119 respondents i.e. 91.54% respondents who are

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indebted and 11 i.e. 8.46% respondents have no debt.

It is clear that in this factory the majority of the seasonal workers take loan from money lender, relatives, co-operative society and Bank.

TABLE NO.4.25 (B) :

Sources of getting Loan:- There are many private, co-operative and Government institutes that lend money to the seasonal workers.

Distribution of respondents according to their sources of borrowing money :-

Sr.No.	Lending Agency	No.of Resp- ondents.	Percentage.
1.	Friends	28	21.54%
2.	Relatives	25	19.23%
3.	Co-operative Credit Society.	23	17.70%
4.	Bank	03	02.30%
5.	Private Money Lender	40	30.77%
6)	Do not borrow	11	8.46%
Total:		130	100.00%

The above table shows that in the sugar factory 28 i.e. 21.54 respondents borrow money from friends, 25 i.e. 19.23% respondents ~~are~~ borrow money from relatives,

23 i.e. 17.70% respondents borrow money from co-operative society and 3 i.e. 2.30% respondents borrow money from Bank and remaining 40 i.e. 30.77% respondents borrow money from Private Money Lender and remaining 11 i.e. 8.46% respondents do not borrow.

According to the study the investigator has found that in sugar factory majority of the respondents i.e. 30.77% borrow money from private money lenders and only 2.30% respondents borrow money from the Bank.

TABLE NO.4.25 :

Distribution of respondents according to their view about recruitment :

Sr.No.	View of Respondents about Recruitment.	No. of Respondents.	Percentage.
1.	Satisfied	52	40%
2.	Dissatisfied	78	60%
Total:		130	100.00%

The above table indicates that 52 i.e. 40% respondents are satisfied about recruitment system of the factory and 78 i.e. 60% respondents are not satisfied about recruitment system of the factory.

According to the study the majority of the

seasonal workers i.e. 60% are dissatisfied about recruitment system due to the factory discontinuing them when the season is over the majority of the seasonal workers become unemployed when the season is over or crushing is over.

TABLE NO.4.26 :

Promotion of seasonal workers:

Distribution of the respondents according to their promotion:

Sr.No.	Promotion	No.of Respondents.	Percentage.
1.	Yes	31	23.85%
2.	No	99	76.15%
Total:		130	100.00%

The above table shows that in this sugar factory only 31 i.e. 23.85% respondents get promotion in their service and remaining 99 i.e. 76.15% respondents do not get promotion in their service.

It is clear that in this sugar factory the ratio of ~~respondents~~ promotion is very low because 76.15% seasonal workers do not get promotion according to the seniority in their service.

TABLE NO.4.27 :

Distribution of seasonal workers according to their transfer from one department to another department:

Sr.No.	Transfer of respondents from one department to another department.	No. of Respondents.	Percentage
1.	Yes	34	26.15%
2	No	96	73.85%
Total:		130	100.00%

The above table shows that in this sugar factory 34 i.e. 26.15% respondents are transferred from one department to another department for doing some work and 96 i.e. 73.85% respondents are not transferred from one department to another department.

According to the study investigator found that the majority of the seasonal workers i.e. 73.85% respondents work at one department from his appointment, there are rarely transfer of workers from one department to another department.

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TABLE NO.4.28 (A) :

Distribution of the respondents according to their training :

Sr.No.	Training for Respondents	No.of Resp- ondents.	Percentage.
1.	Yes	41	31.54%
2.	No	89	68.46%
Total:		130	100.00%

The above table shows that in the factory, there are 41 respondents i.e. 31.54% given training on the job and 89 i.e. 68.46% respondents not given any training.

From this table, it is clear that in this sugar factory, there are very few opportunities for training, in this factory only 31.54% respondents are trained for doing their work.

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TABLE NO.4.28 (B) :

Distribution of respondents according to their various categories of training :

Sr.No.	Types of Training	No.of Respo- ndents.	Percentage.
1.	On the job training	07	5.39%
2.	Off the job training	03	2.30%
3.	Induction training	31	23.85%
4.	Do not get training	89	68.46%
Total:		130	100.00%

The above table indicates that in this factory there were various types of training programmes to give training to seasonal workers for doing their work, 7 i.e. 5.39% respondents are given on the job training, 3 i.e. 2.30% respondents are sent to other institute for training and 31 i.e. 23.85% respondents are given induction training in the factory.

It is clear that in factory there are a very few respondents i.e. 23.85% who got induction training.

TABLE NO.4.29 :

Attitudes of the respondents towards their service. :

Sr.No.	Attitudes towards their service.	No. of Respondents.	Percentage.
1.	Satisfied	101	77.70%
2.	Not satisfied	29	22.30%
Total:		130	100.00%

The above table shows that in this sugar factory there are 101 i.e. 77.70% respondents who are satisfied towards their service and 29 respondents out of 130 i.e. 22.30% are not satisfied about their service.

According to the above study the investigator observed that in this sugar factory 77.70% that is majority of the seasonal workers are satisfied about their service.

TABLE NO.4.30 :

Factory administration:- The investigator has studied the attitude of seasonal workers about factory administration in the factory. Here the term administration has been used to refer the higher authority of the factory.

Distribution of respondents according to their opinion towards administration:-

Sr.No.	Opinion of respondents towards administration	No.of Respondents.	Percentage.
1.	Satisfied	105	80.77%
2.	Dissatisfied	25	19.23%
Total:		130	100.00%

The above table shows that in this sugar factory there are 105 respondents i.e. 80.77% respondents are satisfied about administration of the factory and only 25 i.e. 19.23% respondents are not satisfied towards administration of the factory.

According to the study investigator observed that regarding the factory administration there are a

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majority of the seasonal workers i.e. 80.77% who are satisfied towards administration of the factory.

TABLE NO.4.31 :

Distribution of the respondents according to their problems in service :

Sr.No.	Problem about service	No.of Resp- pondents.	Percentage.
1.	Yes	23	17.70%
2.	No	107	82.30%
Total:		130	100.00%

The above table indicates that in this factory there are 23 i.e. 17.70% respondents who have problems in their service and 107 respondents i.e. 82.30% respondents do not have any problem about service.

According to the study the investigator observed that in this sugar factory there were no problems in service i.e. 82.30% respondents said that no problem in service.