

**: CHAPTER - 6 :**

**CONCLUSIONS,**

**OBSERVATIONS**

**AND**

**SUGGESTIONS :**

CHAPTER-V

CONCLUSIONS, OBSERVATIONS AND  
SUGGESTIONS.

: C O N C L U S I O N S :

The Researcher has come to the following conclusions after studying the various aspects of the seasonal workers in Ashok Sahakari Sakhar Karkhana Limited, Ashoknagar Taluka Shrirampur, District Ahmednagar.

PERSONAL DATA :

1) SEX :-

The investigator has found that there ~~WERE~~ were only male respondents. In this sugar factory most of the work is physical and only men with their physical fitness are required as labourers.

2) RELIGION AND CASTE:

The total number of the seasonal workers belong three main castes i.e. Maratha, other backward caste and backward caste, but the majority of the seasonal workers i.e. 52.30% belong to a Maratha caste.

3) AGE :

From the present data, it is found that the majority of the seasonal workers i.e. 43.84% are

: 189 :

from the age group of 21 to 30 years and 34.62% are from the age group of 31 to 40 years, that means they are young and belong to productive age group.

4) MARITAL STATUS :

In this factory a majority of the seasonal workers are married i.e. 95.38% .

5) EDUCATION :

In the present data, it is found that 49.23% and 38.46% seasonal workers are educated upto primary and secondary standards respectively.

It may be concluded that the educational level of seasonal workers is not high because the work in the factory needs unskilled and sem-skilled seasonal workers. So their educational level is satisfactory.

6) DEPARTMENTS :

The majority of the seasonal workers are working in manufacturing department i.e. 31.54%, and 20% seasonal workers are working in Engineering Department.

7) PERIOD OF SERVICE:

As far as the period of service is concerned, it can be said that quite a large proportion of the seasonal workers i.e. 33.84% have the period of past service between 6 to 10 years and 20% of the seasonal

: 190 :

workers have the period of past service between 11 to 15 years.

Thus, Researcher can conclude that a large number of seasonal workers in this factory is experienced.

8) DISTANCE FROM PLACE OF WORK :

Generally, Researcher can say that 68.46% seasonal workers come to factory from 1 to 25 K.M. distance and only 31.54% seasonal workers are living at place of work.

The majority of the seasonal workers i.e. 26.92% are come to factory from 6 to 10 K.M. distance.

9) MODE OF CONVEYANCE :

The majority of the seasonal workers i.e. 64.62% come to the factory by bicycle.

10) SALARY :

The majority of the seasonal workers i.e. 65.38% get salary between Rs.601/- to 700/-.

11) FAMILY BACKGROUND:

In this factory the majority of seasonal workers i.e. 53.85% have medium size families i.e. with a membership of 6 to 10.

12) AGRICULTURE:

The majority majority of seasonal workers i.e. 54.62% have their own land.

: 191 :

Any 30% seasonal workers hold lands of between 1 to 3 acres.

14) WAGE STRUCTURE :

The majority of the seasonal workers i.e. 60% are on daily wages.

15) WORKING CONDITIONS:

In this, investigator has found that 72.31% seasonal workers are satisfied with working conditions such as temperature, 89.23% seasonal workers are satisfied with air-movement, 86.92% seasonal workers are satisfied with humidity, 96.15% seasonal workers are satisfied with illumination, 83.85% seasonal workers are satisfied with sanitation and 98.46% seasonal workers are satisfied with ventilation.

The opening of the seasonal workers about working conditions is good, the majority of the seasonal workers are satisfied with them.

16) WEEKLY OFF FACILITIES:

During the course of data collection, it was found that 76.15% seasonal workers out of 130 are getting weekly off facilities.

17) LEAVE FACILITIES:

According to the study the investigator found

that 64.62% seasonal workers are not getting leave facilities as they are appointed in this factory on daily wages basis.

18) WORKING SHIFT:

The majority of the seasonal workers i.e. 53.08% are working in the rotation shifts due to continuous production process of sugar factory.

19) WELFARE FACILITIES:

A) Sitting facilities:- In this ~~fxz~~ study the investigator found that in this factory sitting facilities are provided to 73.08% seasonal workers.

B) Canteen facilities:- It has been found that the canteen is run on contract basis. There is no canteen committee. There is a trolley system for tea supply. It seems that 94.62% seasonal workers are not satisfied with the canteen and its cleanliness.

In conclusion, Researcher may say that the management is not keen regarding quality and rates of items which are provided by the canteen.

C) Rest room :- 54.62% seasonal workers out of 130 are getting rest-room facilities.

✓ D) Medical facilities:- During the course of data collection, it was found that the medical facilities are provided according the factory Act, 1948, to all seasonal workers and 90.77% seasonal workers are

satisfied about ~~the~~ medical facilities.

E) Recreational and educational facilities:-

The investigator has found that in this factory recreational and educational facilities are not provided to the seasonal workers; only permanent workers get the benefit of recreational and educational facilities.

It appears that the management is not keen to provide these facilities of education and recreation. It may be concluded that the recreational and educational facilities are not satisfactory.

F) Grain shop and concessional rate sugar from factory:-

51.54% seasonal workers are satisfied with grain shop and concessional sugar from factory. It is observed that seasonal workers are provided with concessional rate sugar of only 3 k.g. during the crushing season.

20) Housing facilities:

The ~~majority~~ majority of the seasonal workers i.e. 82.31% do not get housing facilities.

21) PROVIDENT FUND FACILITIES:

It can be said that the sugar factory provides provident fund facilities to its seasonal workers to a greater number of respondents i.e. 54.46%.

22) BONUS FACILITIES:

Every seasonal worker is entitled to get bonus from the factory at the rate of 12% during the season 1982-83.

23) TRADE UNION:

In this organisation there is only one trade union, 75.38% seasonal workers are not satisfied with the function of their trade union.

24) WORK OF SEASONAL WORKERS DURING THE OFF SEASON:

In this study the Researcher has found that the working period of seasonal workers is only for 6 to 7 months. The factory discontinues them when the crushing season is over. This study is concerned with the seasonal workers who work only during the season. During the off season 34.62% seasonal workers work at some other places, 30% of the seasonal workers work in agriculture and 10% seasonal workers run some business and the remaining 25.38% seasonal workers remain unemployed during the off season.

25) RETENTION ALLOWANCE:

A) 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 Researcher found that 34.62% seasonal workers are getting retention allowance.

B) It is found that the rate of retention allowance varies according to the categories of seasonal workers. 6.93% seasonal workers get retention money at the rate of 11% on monthly salary, 15.39% seasonal workers get retention allowance at the rate of 25% and 12.30% . Seasonal workers get retention allowance at the rate of 50% on ~~many~~ monthly salary.

26) OPINION OF WORKERS ABOUT WAGES:

The majority of the seasonal workers i.e. 76.92% are not satisfied with their wages.

27) INDEBTNESS OF SEASONAL WORKERS:

A) The majority of the seasonal workers i.e. 91.54% are indebted.

B) The Researcher has found that in this sugar factory a large number of the seasonal workers i.e. 30.77% ~~of the seasonal workers~~ borrow money from private money lender, and only 2.30% seasonal workers borrow money from Bank.

28) OPINION OF SEASONAL WORKERS ABOUT RECRUITMENT:

The majority of the seasonal workers i.e. 60% are dissatisfied with the recruitment system.

: 196 :

29) PROMOTION OF SEASONAL WORKERS:

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

30) TRANSFER OF SEASONAL WORKERS FROM ONE DEPARTMENT TO ANOTHER DEPARTMENT:

The majority of the seasonal workers i.e. 73.85% are not transferred from one department to another department.

31) TRAINING FOR SEASONAL WORKERS:

In this ~~fx~~ sugar factory only 31.54% seasonal workers are trained and 23.85% seasonal workers get induction training.

32) OPINION OF SEASONAL WORKERS ABOUT THEIR SERVICE:

The investigator observed that in this sugar factory majority of theseasonal workers i.e. 77.70% are satisfied with their service.

33) FACTORY ADMINISTRATION:

The majority of the seasonal workers i.e. 80.77% are satisfied with the administration of the factory.

34) OPINION OF SEASONAL WORKERS REGARDING PROBLEMS ~~is~~ IN SERVICE:

The majority of the seasonal workers i.e.82.30%

said that there are no problems in their service.

**: O B S E R V A T I O N S :**

1) Housing problems:

As mentioned in the previous chapter the housing is the main problem of the seasonal workers. Though the factory provides the facilities of houses made of bamboo mats, the basic needs of appropriate housing are not fulfilled by such houses. It is a kind of temporary shelter to the seasonal workers, which lack in many things such as space, protection from rains and cold and fire etc. Normally, these huts consist of only one room which is not even sufficient to accommodate the family members of seasonal workers.

2) Low wages :

It has been seen in the study that the seasonal workers are the least paid persons in the factory as compared to other employees of the factory. Since they are away from their native place, many of them have to send money to their family members or they have to meet the family expenditure within the small wages. The study shows that the wages earned by them in the factory are not sufficient to meet regular expenditure of the family.

3) BREAKING UP OF THE FAMILY:-

Due to the season, migration of seasonal workers,

they do not bring all the family members along with them at the factory place. Because of this migration family is broken up for the duration of 6 to 7 months for the sake of seasonal work. This creates a lot of family tension and family supervision and control become difficult. The family being at a distance the worker cannot look into the daily routine matter of the house hold. This further creates loneliness and the absence of the needs of the family among the family members.

4) Problem of childrens education:

As mentioned above the head of the family is away from the house, he cannot take care of his children who are taking education at their native place. The seasonal workers cannot bring their children to factory place for education purposes because there is no guarantee of his getting continuity in the same factory in future.

5) Health problems:

Nearly 90% of theseasonal workers are engaged in hard physical work in the factory. The living conditions and atmosphere is also not suitable for the seasonal workers. The place ~~ix~~ in which they live does not have much of cleanliness and healthy atmosphere. Many of the seasonal workers during their sickness

: 199 :

cannot take regular and proper medical treatment which goes beyond their capacity. They cannot spend much on medicine within their family budget.

6) Problem of promotion :

It is noticed from the study that the seasonal workers in this factory are working last 10 to 15 years but their situation has not yet been improved. All they have remained seasonal workers. They do not have any chance of getting permanent or promotion in consideration of their merit or seniority.

7) Lack of Recreational facilities :

The seasonal workers are all the time engaged in the factory work in the crushing season and they do need the facilities of recreational activities during the free time. Such facilities are not made available to these workers by the factory. Because all seasonal workers reside at their native places in the off season. And most of the recreational activities are provided by the factory in the off season.

8) Sugar on concessional rate:

It is observed that the factory gives every seasonal worker 3 k.g. sugar per month at concessional

: 200 :

rate during the crushing season and 5 k.g. sugar to permanent workers of the factory. During the off season concessional rate sugar is not provided to seasonal workers.

9) 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 workers to the factory as seasonal workers. But it is observed that those seasonal workers work on daily wages do not get the benefit of retention allowance, only those seasonal workers who work on monthly wages get the benefit of retention allowance according to the category of seasonal workers.

S U G G E S T I O N S :

1) These seasonal workers work in the factory only for 6 to 7 months. So they cannot build their own houses near the factory. So they have to stay in houses of mats and bamboos. Instead of providing houses of mats and bamboos to the seasonal workers, the factory

: 201 :

should build pakka house of one room for the seasonal workers and if possible the factory should take loan from various banks and housing society to build housing colony. Now a day all Banks are willing to give loans for labour housing colony.

2) The factory should introduce one of the allied industry like paper mill, distillery or small scale fertilizer industry by using the waste material like bagasse, molasses or pressmud which is now wasted. By the way the seasonal workers who were ~~relieved~~ relieved in the off-season should be used (to be employed) in this allied industry and can gain more profit.

3) Many workers are working in factory for more than 10 years but still they are not made permanent. So the factory should give them job on a permanent basis and increase in wages. So that they can be happy with their job.

4) The economic conditions of the seasonal employees who are on daily wages is very poor so it is very necessary to recruit them on a permanent basis.

5) Employees are dissatisfied with the canteen. The quality and price must be maintained. The management must put some restrictions on the canteen ~~contractor~~ contractor about furniture, quality and price etc.

The management must appoint a canteen committee for the supervision of quality and service of canteen.

6) The management is not keen on arranging educational classes and training classes for the workers. It was found that the workers are also not aware of the workers education scheme. It is suggested that management should arrange the workers educations and training classes, it would be more beneficial to the unskilled & seasonal workers. The scheme is that highly skilled workers should conduct two hours classes to train ~~in~~ unskilled workers.

7) The factory should provide some games materi-als for the labour and to their children. The factory should also arrange some film shows, ~~and~~ dramas, and other entertainment programmes for these people. Recreational activity should be started for seasonal workers also.

8) The factory should take lead to establish co-operative society for the seasonal workers. From this or such societies workers can take loan for their urgent basic requirements and they can repay it from their monthly salary.

The factory should also take lead to establish co-operative store for the seasonal workers. From this or such stores workers can get ~~food~~



food and other eatable material on their credit whenever they require.

9) A separate room should be provided during the interval period to take meals. Now employees sit anywhere in the premises of the factory for their lunch.

10) From the literacy point of view, the management should arrange seminars, conferences, talks by experts because lack of education the workers remain backward.

@@@@@