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R E S E A R C H D E S I G N :

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CHAPTER-I

SECTION-I

A) I N T R O D U C T I O N :

The sugar industry in India is an agro-based industry occupying a predominant position in the economy of the country; sugar industry is the biggest industry employing nearly 3 lakh skilled, unskilled, seasonal and permanent workers and sustaining 2.50 to 3.00 ~~crores~~ crores of agriculturists and persons engaged in transportation and harvesting cane. After Independence there has been a remarkable expansion of sugar industry in the co-operative sector. The total working co-operative and private sugar factories in the country are 320 out of which at present more than 70% are in the co-operative sector.

To-day sugar industries are playing an important role in promoting the prosperity of the country. The capacity of producing sugar in India is the highest in the world. India stands first in the production of sugar is progressive country producing white sugar as compared to any other country. In India Maharashtra State stands first in the production of sugar, and in world it stands tenth in manufacturing white sugar.

Maharashtra State's total production of sugar during the season 1981-82 was 30,26,000 tonnes, Maharashtra State produces atmost a third of the country's total sugar.

The area under sugarcane cultivation in Maharashtra has been increasing rapidly from 1972-73 1.82 lakh hectare to 3.20 lakh hectare as at present. (Source: Times of India, 23rd June, 1983).

According to the present indications sugar production during the season 1982-83 is 82.64 lakh tonnes, against 84.37 lakh tonnes in last season.

India is the biggest producer of sweetness in the world including sugar and gur. Area under sugarcane cultivation is nearly 7 million acres i.e. the largest in the world, but because the sugar industry here is largely confined to the sub-tropics the yield and the quality of cane are poor. The yield of sugarcane in U.P. is 46.3 tonnes and Bihar 33.8 tonnes as against 96.9 tonnes per hectare in Maharashtra, 98.8 tonnes in Tamil Nadu, 83.4 tonnes in Andhra Pradesh and 74.5 tonnes in Karanataka. A sugar recovery of 9.5% for the whole season is considered satisfactory in U.P. and Bihar, while a recovery of 10.70 per cent and above is easily obtained in Maharashtra. A few factories have record a recovery of 12.5 per cent and above as an average for a six months season. As a result of these high recoveries sugar industries have shifted more and more to the Deccan from its original home in the North. For many years U.P. produced 50 per cent

of all sugar produced in India, but during the last few years the centre of production has shifted to the South, and at present Maharashtra is responsible for producing 33 per cent of sugar in their region.

(Source: Sugar Industry in India; R. N. Agarwal, Bombay Popular Prakashan).

Sugar industry occupies an important place in India. It ranks third largest industry in terms of its contribution to the net value added by manufacture and has a total capital investment of over Rs.1250 crore and employ nearly 3 lakh workers, besides creates extensive indirect employment for 25 million cultivators of sugarcane, the various agencies of distributive trade and through subsidiary industries such as confectionery. It is also a source of excise duty for the Central Government.

(Source: Indian Economy; Buddar Datt; K.P.M. Sundharam 1983).

**(B) History and Progress of Sugar Industry ~~in India~~
in Pre-Independence Period:-**

Before 1932, there were about 10 factories producing about 1.6 lakh tonnes of sugar. India had to import 6 lakh tonnes. The industry was granted tariff protection in 1932. As a result the production rose to 10 lakh tonnes by 1937, the number of operating factories rose to 137 and employment exceeded 75000 workers. From only a few

factories before the protective duty, there were already 134 sugar factories by 1934, and the sugar production shot up to 12.42 lakh tonnes by 1939-40 when it was only 2,95000 tonnes a few years back. The second world war created unsettled conditions, and the production fell to 7.9 lakh tonnes during 1941-42.

(Source: Indian Economy: Datt and K.P.M. Sundharam, 1983).

(C) Progress in the Post-Independence Period:

In 1951-52 sugar production reached a figure of 15.2 lakh tonnes. In 1951, the Government provided incentives by raising the minimum prices of cane and maximum prices of sugar. The result was a rise in output and then rationing came to an end. This was followed by reduction in cane prices to discourage ~~more~~ cane production. These contradictory policies resulted in increasing the deficit of sugar. Since the policy of decontrol stimulated consumption and the policy of reducing cane prices resulted in lower production. The Government again adopted the policy of protection and raised minimum cane prices in 1954. As a result, sugar output rose to 15 lakh tonnes in 1954-55 and imports became unnecessary.

Sugar industry has indeed been plagued by much instability in the level of production as a result of the Government policy of control decontrol and recontrol upto 1957-58 both consumption and production kept growing until

they stood at 20 lakh tonnes each. Back came controls in 1957-58 and production promptly reacted by retreating to 19.5 tonnes in 1958-59. The Government responded by providing incentives for higher production and the output progressively increased to 30 lakh tonnes in 1960-61. During the 1960's and 1970's there was tremendous increase in the production of sugar. For instance, production of sugar averaged 35 lakh tonnes during 1960 and 45 to 50 lakh tonnes during 1970. In fact during 1977-78, India had a record output of sugar of 63 lakh tonnes. There has been, however, year to year variation in output as shown below:

Table No.1.1 :

Total production of sugar in India from 1973-74 to 1982-83:

(Figures in lakh tonnes)	
Year	Total Production of Sugar.
1973-74	39.48
1974-75	47.97
1975-76	42.62
1976-77	48.40
1977-78	64.61
1978-79	58.41
1979-80	38.58
1980-81	34.31 51.48
1981-82	84.37
1982-83	82.64

Source: Co-operative Sugar New Delhi July, 1983).

The above table shows the total output of sugar. During the season 1981-82 the highest production was recorded.

SUGAR PRODUCTION OF INDIA 1973-83

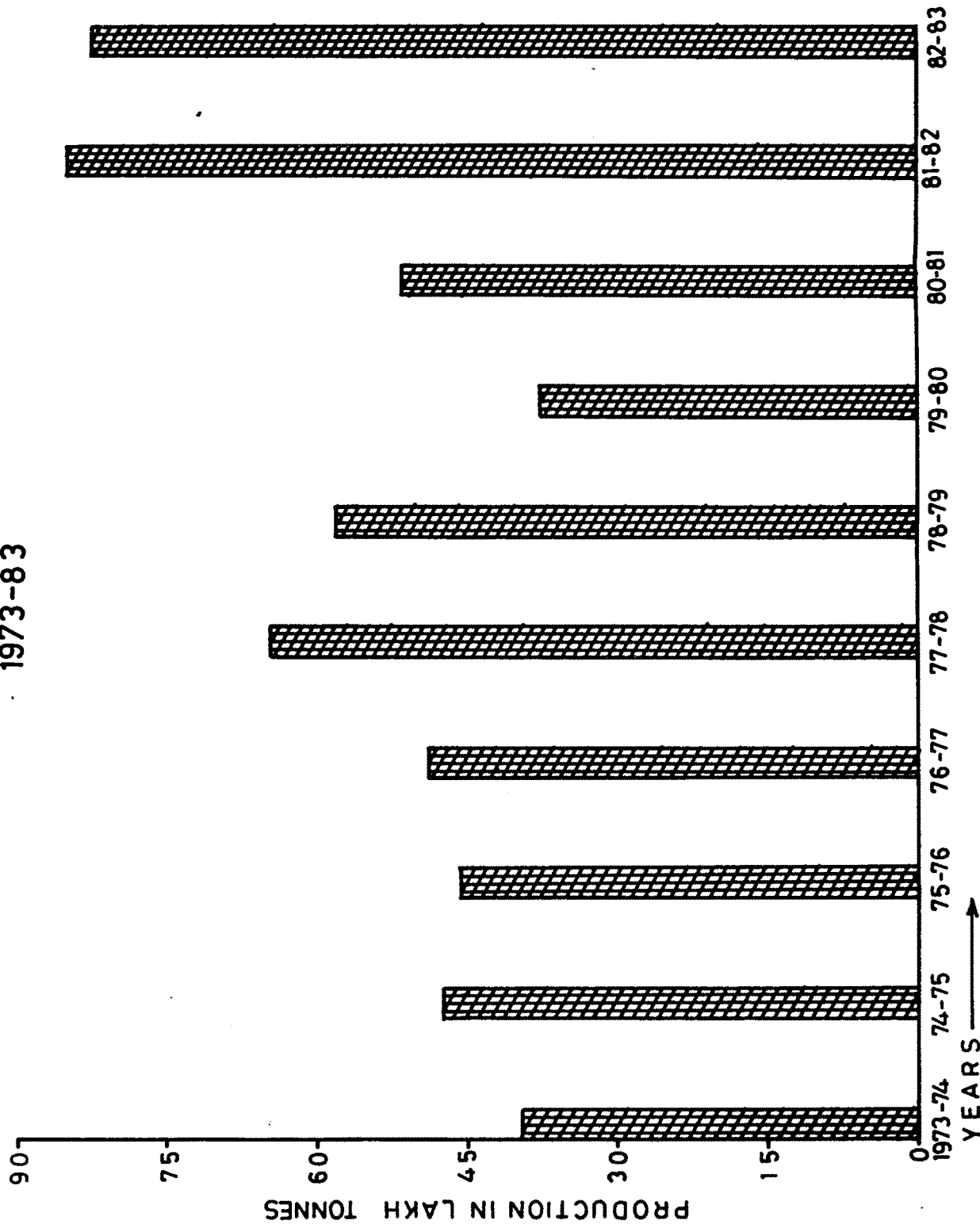


Fig. 1.1

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In 1979-80, the total production of 38.58 lakh tonnes was the lowest of all this ~~10~~ seasons. (Figure No.1.1).

Table No.1.2:

Table showing area under sugarcane, production of sugarcane and yield of cane per hectare:

Year	Area under Sugarcane '000'hectare	Production of Sugarcane '000' tonnes	Yield of cane 'per hectare.
1973-74	2752	1,40,805	51.2
1974-75	2894	1,44,289	49.9
1975-76	2762	1,40,604	50.9
1976-77	2866	1,53,007	53.4
1977-78	3151	1,76,966	56.2
1978-79	3088	1,51,655	49.1
1979-80	2610	1,28,833	49.4
1980-81	2667	1,54,248	58.8
1981-82	3192	1,83,647	57.5

(Source: Co-operative Sugar New Delhi July,1983)

Table No.1.3:Table showing yield of sugarcane in ~~India~~ Maharashtra State:

Year	Production of Sugarcane in '000 tonnes.	Yield of cane per hectare
1972-73	11918	81.6
1973-74	12943	78.6
1974-75	17178	92.8
1975-76	18870	89.1
1976-77	21499	89.2
1977-78	23319	94.8
1978-79	22482	92.1
1979-80	19819	89.3
1980-81	23591	92.3
1981-82	28780	96.9

(Source: Co-operative Sugar, New Delhi, July, 1983)

Above table shows the total production of sugarcane, area under sugarcane cultivation in India and yield of sugarcane per hectare in India. Maharashtra's total production of sugarcane and yield of sugarcane per hectare.

Fluctuation in sugar production are likely to take place to a certain extent because this industry is an agro-based, and so the ups and downs in sugarcane production depending upon the climatic conditions from year to year,

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are bound to affect the levels of sugar production from season to season.

The following table gives the number of sugar factories in each State.

Table No.1.4:

Table showing statewise sugar factories in operation:

State	Number of Sugar Factories
1) Andra Pradesh	28
2) Assam	02
3) Bihar	28
4) Goa	01
5) Gujarat	15
6) Haryana	05
7) Karanataka	23
8) Kerala	03
9) Madhaya Pradesh	07
10) Maharashtra	78
11) Nagaland	01
12) Orissa	03
13) Punjab	08
14) Pondicherry	01
15) Rajasthan	03
16) Tamil Nadu	21

contd--9

Contd....Table No.1.4:

State	Number of Sugar Factories
17) U. P.	91
18) West Bengal	02
Total:	320

(Source: Co-operative Sugar, August, 1983)

Though at the beginning a few private enterprenuers started sugar production in 1930, the real inspiration was derived from the leadership of late Dr. Padmashri Vithalrao Vikhe Patil and Dr. Dhananjarao Gadgil, when they started the first sugar factory on co-operative basis in 1950.

The success of this co-operative sugar factory inspirted the other sugarcane producers in the State to start sugar factories on co-operative basis.

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The number of sugar factories in Maharashtra from 1973- to 1983 is given below :-

Table No.1.5:

Total number of Sugar factories operation in Maharashtra:

Year	Number of Sugar factories
1973-74	45
1974-75	52
1975-76	55
1976-77	61
1977-78	66
1978-79	69
1979-80	70
1980-81	77
1981-82	78
1982-83	78

(Source: Co-operative Sugar, New Delhi, August,1983.)

The above table shows the total number of sugar factories in operation in Maharashtra from 1973 to 1983. In Maharashtra State sugar factories rapidly increased year after year. Now out of 78 sugar factories; 67 are working on co-operative basis and the remaining 11 factories are working on joint stock company system. If we take into

TOTAL SUGAR FACTORIES OPERATION IN MAHARASHTRA

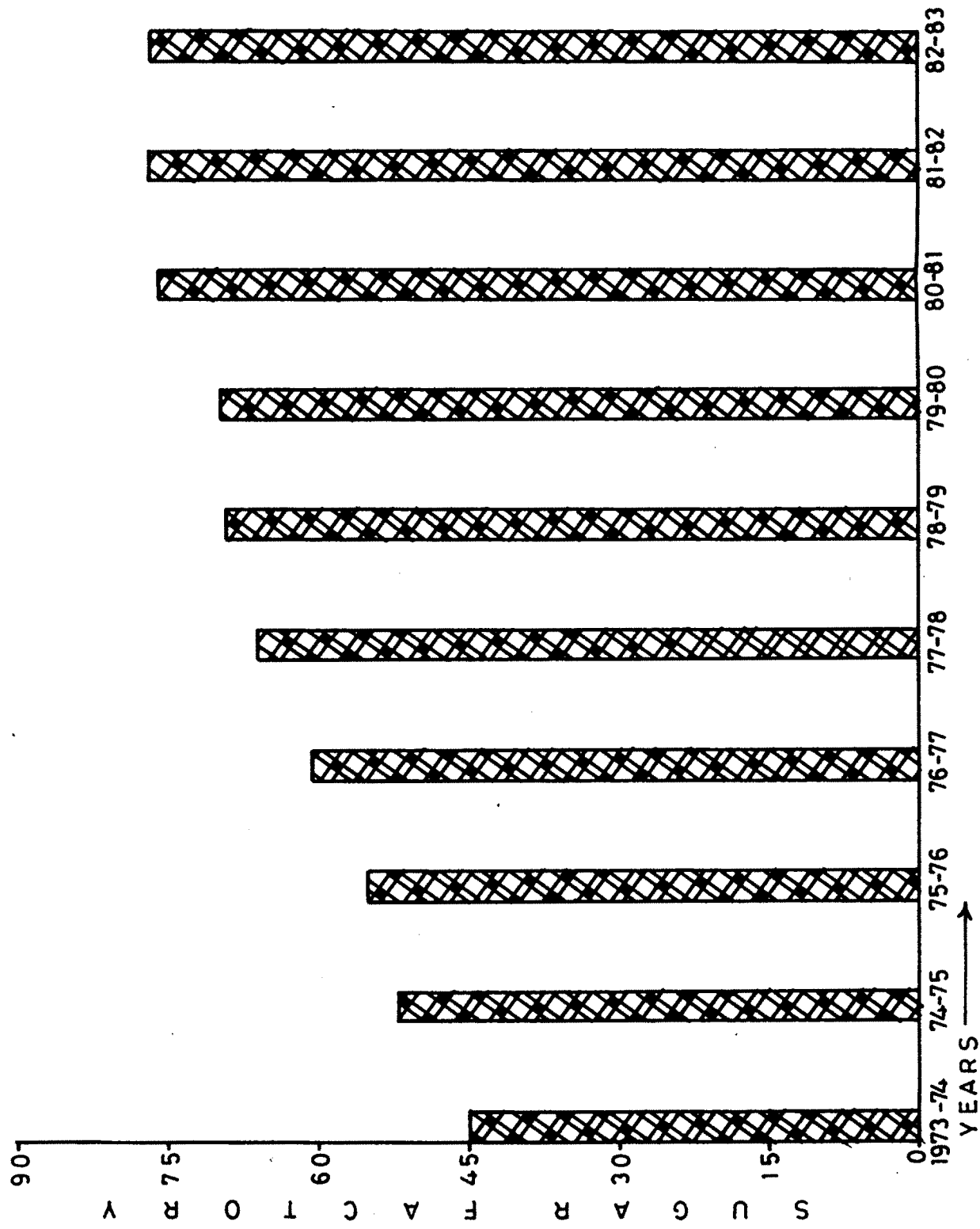


Fig. 1.2

consideration the sugar factories in Ahmednagar district, we find that out of the total 17 sugar factories, 12 are working on co-operative basis and only 5 are joint stock companies. (Figure No.1.2)

Table No.1.6:

Table showing total sugar factories in Ahmednagar District:

Sr.No.	Co-operative Sugar Factories
1.	Ashok Sahakari Sakhar Karkhana Ltd., Ashoknagar.
2.	Dnyaneshwar S.S. Karkhana Ltd., Bhende.
3.	Ganesh S. S. Karkahana Ltd., Ganeshnagar.
4.	Jagadamba S. S. Karkhana
5.	Kopargaon S. S. Karkhana.
6.	Pravara S. S. Karkhana Ltd., Pravaranagar.
7.	Rahuri S.S. Karkhana Ltd., Shivajinagar.
8.	Sangamner S. S. Karkhana.
9.	Shrigonda S. S. Karkhana.
10.	Sanjeevani S. S. Karkhana.
11.	Vridheshwar S. S. Karkhana.
12.	Mulla S. S. Sakhar Karkhana, Sonai.

Sr.No.	Joint Stock Company
1.	Belapur Sugar Factory, Harigaon.
2.	Changadev Sugar Factory, Puntamba.
3.	Godavari Sugar Factory, Sakharwadi.
4.	Godavari Sugar Factory, Laxmiwadi.
5.	Maharashtra Sugar Factory, Tilknagar.

The present study has been undertaken in the area of Ashok Sahakari Sakhar Karkhana Limited, Ashoknagar, Taluka Shrirampur, District Ahmednagar.

Ashok Sahakari Sakhar Karkhana is a sick sugar industry in Ahmednagar District, but Ahmednagar District is a centre of co-operative activity. Pravara co-operative sugar factory Ltd., Pravaranagar, is a premier co-operative sugar factory of the farmers in India inspired and founded by the late Dr. Padmashri Vikhe Patil.

In Ahmednagar District sugar industry is managed under private as well as co-operative sector. In private sector, there are five sugar industries and in co-operative sector, there^{are} 12 sugar industries producing sugar.

D) The Role of the Co-operative Sugar Industry:

During recent years, the co-operative sector is becoming important in sugar industry. During 1977-78 the

co-operative sugar factories produced 31.7 lakh tonnes of sugar which was 49% of the total production of India during the year. Co-operative sugar factories have two positive advantages in their favour, first they get the maximum supply of sugarcane as almost all the sugarcane farmers are members of the co-operative sugar factory, secondly the profit of the co-operative are distributed among farmers.

Table No.1.7:

Table showing opening stock of sugar, consumption of sugar and Export of sugar during the last ten years:

(In lakh tonnes)

Year	Season	'Carry over 'in the 'beginning of 'the season.	Product 'during the 'season.	Total 'avail- 'able 'supply.	Export
1972-73	5.99	38.73	44.72	35.14	0.97
1973-74	8.61	39.48	48.09	35.18	4.05
1974-75	8.86	47.97	56.83	34.76	9.24
1975-76	12.83	42.62	55.45	36.89	10.21
1976-77	8.35	48.40	56.75	37.57	3.12
1977-78	16.06	64.61	80.67	44.82	2.02
1978-79	33.83	58.41	92.24	62.14	8.63
1979-80	21.47	38.58	61.85	52.68	2.90
1980-81	6.47	51.48	60.50	49.80	0.61
1981-82	10.09	84.35	94.44	57.11	3.83

(Source: Co-operative Sugar, New Delhi, July, 1983)

The table given on page No.13 shows the opening stock of sugar, total production during the season and total available supply, total consumption and export of sugar. In 1975-76 the export is highest as compared to other seasons and consumption is highest during the year 1981-82.

The following table gives the average capacity tonne per day and recovery of sugar per cent cane and crushing days.

Table No.1.8 :

Table showing average capacity tonne per day recovery of sugar per cent cane and crushing season days:

Year	Average capacity tonne per day.	Recovery of Sugar. %	Crushing season days.
1972-73	1460	9.57	133
1973-74	1491	9.34	135
1974-75	1534	9.90	140
1975-76	1563	9.83	116
1976-77	1578	9.91	125
1977-78	1551	9.59	165
1978-79	1562	9.78	140
1979-80	1651	9.88	86
1980-81	1719	9.98	104
1981-82	1711	9.66	173

(Source: Co-operative Sugar, New Delhi, July, 1983)

Table No.1.9 :

: Crushing season days in Maharashtra :

Season	Crushing season days(Average)
1972-73	154
1973-74	145
1974-75	160
1975-76	161
1976-77	145
1977-78	181
1978-79	177
1979-80	111
1980-81	145
1981-82	203

(Source: Co-operative Sugar, New Delhi, July,1983).

(E) The Importance of Sugar Industry :

The sugar industry has its own unique feature. It has different characteristics as compared to other trades which depend on farming, such as jute production, cotton and vegetable oil etc. Since the nature of sugar cane is such that it can perish in a very short time, it has become essential to start sugar factories in the rural areas itself or near rural areas. Hence sugar industry has become the only well organised business in rural areas.

The sugar factories have become centres of socio-economic life of the rural people. It has become an instrument to bring about the economic prosperity and development for the rural masses. This business has also helped to develop several other trade and industries such as paper mill, distilleries etc. It has also helped to bring about social and economic change in the rural community by providing employment opportunities to ~~km~~ thousands of rural people.

Generally, there are three types of workers employed in the factory. First category includes permanent workers, second category includes the seasonal workers, who usually work when the factory is in production. Third category includes the bullock cart owners who transport sugarcane from farm to the factory. Sugarcane is the main raw-material of sugar industry and sugarcane is a perishable raw material and its delivery to the factory and its immediate crushing is of paramount importance ~~in~~ which is often neglected with considerable reduction in recovery. In this ~~respect~~ respect the bullock cart owners play a very important role in delivering the sugarcane. Bullock cart workers usually work on contract basis i.e. bullock cart owners who transport sugarcane from the farm to the factory, and the payments are made to them every fortnight.

This study is concerned with the seasonal workers namely those who work only during the season when factory work goes on. The seasonal workers are also classified into skilled, unskilled and clerical cadres and seasonal workers who work on daily wages basis, weekly wages basis and on monthly wages basis.

SECTION-II

: RESEARCH DESIGN :

(A) Selection of the topic :

There are 78 sugar factories in Maharashtra, out of these 68 sugar factories are in the co-operative and 10 in private sector. In sugar factories on an average there are 30 to 40 per cent permanent workers but the rest of the workers are seasonal. The factory discontinues the seasonal workers when the season is over. A big portion of workers become unemployed when the season is over. Sugar factories require more labour during the crushing season. Workers are the backbone of the sugar industry. Sugar industry requires the workers from the stage of cane supply to the final disposal of the bags to customers. Performance of the factory depends upon the skill and the experience of the workers and the ability of the workers always depend upon their working conditions and incentives provided to them by the factory to the workers and the nature of employment. The workers would work hard if they get sufficient salary and other welfare facilities provided by the sugar factory and if the security of the job is guaranteed by the factory to the workers it creates in them the sense of belonging towards the factory and its prosperity and once such feelings are generated the efficiency of the workers increases and production also

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increases in quality and quantity.

The present study may be helpful in understanding the important aspect related to the seasonal workers in the sugar factories and the problem related to it. Seasonal workers are working in the sugar factory only for 6 to 7 months. The factory discontinues them when crushing is over. It is, therefore, necessary to concentrate more on the study of such seasonal workers and to find out their problems relating to their work and study of important aspects of seasonal employment such as recruitment, training, wage structure, working conditions, welfare facilities, provident fund, bonus, retention allowance and employment problem during the off season. The selected topic for study may be stated as "A study of seasonal workers working in Ashok Sahakari Sakhar Karkahana Limited Ashoknagar, Taluka Shrirampur, District Ahmednagar."

(B) T I T L E :

"A STUDY OF SEASONAL WORKERS WORKING IN ASHOK SAHAKARI SAKHAR KARKHANA LTD., ASHOKNAGAR TAL: SHRIRAMPUR, DISTRICT AHMEDNAGAR."

(C) DEFINITION OF THE SEASONAL WORKER:

"Seasonal worker means a worker who is appointed in writing by the Managing Director to do seasonal work mainly and/or also for the period necessary for cleaning

and overhauling either before and for after the season."

The above definition is given in Bombay Industrial Relation Act, 1946 and this definition also gives a clear idea about the seasonal worker.

(D) AIMS AND OBJECTIVES OF THE STUDY:

The following are some of the objectives of the study of the seasonal workers.

- 1) To study personal and family background of the seasonal workers.
- 2) To study the wage structure and nature of salary of seasonal workers.
- 3) To know the working conditions of seasonal workers.
- 4) To study the leave facilities and working shift of seasonal workers.
- 5) To study the welfare facilities provided by the factory to seasonal workers.
- 6) To know the housing facilities, provident fund, bonus provided by the factory.
- 7) The purpose of the study is to examine the employment problems of the seasonal workers during the off season and to study the work of seasonal workers during the off season.
- 8) To study indebtedness and retention allowance of seasonal workers.

- 9) To study the recruitment, training, promotion, social security of seasonal workers.
- 10) To study the worker's attitudes to their service, factory administration and their trade union.

(E) COVERAGE AND LOCATION:

The present study has been undertaken in the area of Ashok Sahakari Sakhar Karkhana limited, Ashoknagar, Taluka Shrirampur, District Ahmednagar. Since it is not possible to study the total population of the seasonal workers who work in this factory. A sample of 130 respondents that ^{is} 20% of the total population of 649 seasonal workers was selected for the study.

(F) METHODS OF DATA COLLECTION:

In order to fulfil the requirement of this study the investigator has used different methods of data collection, as follows:-

- i) DIRECT METHOD:- The investigator used the interview schedule method as the primary method of the collection of data.
- ii) INDIRECT METHOD:-
 - a) Observation Method: Observation method was also used by the researcher to get the additional information. The investigator observed the respondents where they actually work.

- b) Discussion:- Personal discussion with labour and Welfare Officers and other members of the staff of the sugar factory. The head time keeper gave the information about the seasonal workers because time keeper is always connected with daily working programme of workers.
- c) Group Discussion:- Group discussions with the workers was also found useful for getting the information regarding their common views.

(G) SAMPLING METHOD:

There are different types of seasonal workers in the factory. For proper study of the universe 'Stratified random sampling' is used. According to stratified random sampling selection assures each individual of that strata has an equal chance of being chosen. In this factory, there are 649 seasonal workers and 14 departments so the researcher selected every departments as strata. And from every strata employees were selected for interview in ratio 4:1. It means, if there are are 30 employees then researcher selected any 6 employees of that department.

A stratified random sampling is more suitable and more homogeneous and larger groups. Moreover, these are other advantages of this method as follows:

- 1) It is free from bias, therefore, not affected

by choice of the researcher.

ii) It is very simple. The researcher need not exercise brain in deciding whether a particular unit can be representative or not because of the above advantages of sampling method, he selected 130 workers using this method effectively for study.

For the purpose of the study, the investigator has ~~xx~~ taken 130 samples from the universe of 649 seasonal workers by using ~~xxx~~ stratified random sampling method.

(H) PROBLEMS IN DATA COLLECTIONS:

At first respondent were hesitant to give information, many of them did not give the information when a personal approach was made but with the help of labour Officer of the sugar factory the investigator was able to collect the information. But still the investigator gave the assurance to the respondents that the information will be kept confidential and would be used only for the purpose of the study. While investigating the respondents the investigator found that the respondents hesitated to give information about various aspects. The workers of the sugar factory were interviewed personally at their working places by the investigator.

(I) ANALYSIS AND INTERPRETATION:

The investigator completed the data collection

work between 26th October 1983 to 19th November, 1983 and after that the data collection material was shown to the Guide for further instructions. Then the investigator prepared Master-Sheet. Attempts have made to make the data clear by putting down the facts and figures with the help of statistical tables and by interpreting them.

(J) REPORT WRITING:

The report writing is an important and fundamental stage of research work. The arrangement of chapters is made according to the following orders:

- 1) Introduction and research methodology.
- 2) History and development of organisation.
- 3) Theoretical background of the study.
- 4) Statistical tables and interpretation.
- 5) Observation, conclusion and suggestions.
