



CHAPTER-V

Detailed analysis and interpretation of collected data

Information about 135 Seasonal workers, working in several departments of the factory is given below. The information is put in the analytical tables, based on age, education, caste etc. These tables help to look into the conditions and different aspects of the life of the workers in Shree Dudhaganga Vedaganga Sahakari Sakhar Karkhana Ltd.

The information is mainly collected from the questionnaires which were issued to these workers, as well as from informal interviews.

1. Sex :

The Researcher being a woman, had great interest in collecting the information about the woman employees working in the factory, but there are only 2-3 women employees. It may be due to the illiteracy in that area, women employees may be hesitant to work in the factory. Another reason may be the physical fitness required to work in the factory.

2. Religion and Caste :

Seasonal workers working in Shree Dudhaganga Vedaganga

Sahakari Sakhar Karkhana Ltd. belong to different castes.  
Following table shows caste-wise distribution of the  
workers

Table No. 2.1

Cast<sup>e</sup>-wise divisions of the respondents :

S.No.	Caste & Religion	No.of workers	Percentage
1.	Hindu Maratha	95	70.37
2.	Hindu Harijan	20	14.81
3.	Hindu Vaisha	2	1.48
4.	Hindu Jain	3	2.23
5.	Hindu Barber	1	0.74
6.	Hindu Lingayat	1	0.74
7.	Hindu Matang	1	0.74
8.	Mohamaidan	2	1.48
9.	Mali	1	0.74
10.	Shimpi	2	1.48
11.	Koli	1	0.74
12.	Kumbhar	1	0.74
13.	Koshti	1	0.74
14.	Gurav	3	2.23
15.	Buva	1	0.74
		135	100.00

It is evident from the above table that the majority is of the Maratha workers. Out of 135 workers, 95 workers are Maratha, that means 70.37%.

Secondly, the percentage of Harijan is 14.8% and after that, the workers from other backward classes such as Mali, Shimoi, Koli, Kumbhar are only 1% and 2%.

The area in which the Factory is situated is thickly populated by Maratha community, this may be the reason of their majority in the factory.

Table No. 2.2

Age-wise division of the respondents :

S.No.	Age of workers	No.of workers	Percentage
1.	Below 20	2	1.48
2.	21 to 30	27	20.00
3.	31 to 40	69	51.12
4.	41 to 50	32	23.70
5.	51 to 60	5	3.70
		----- 135 -----	----- 100.00 -----

From the above table it is shown that majority of the workers are from the age group of 31 to 40, out of 135 respondents, 69 are of the age group of 31 to 40 .....142....

i.e. 51.12%, then 32 i.e. 23.70% are of the age group of 41 to 50, after that 27 are i.e. 20% are of 21 to 30 and only 2 workers are of the age below 20, on the same line, above 51 also only 5 workers are there. It means the workforce of the factory is of young persons.

3. Division of the respondents according to the marital status :

Table No. 2.3

S.No.	Marital status	No.of workers	Percentage
1.	Married	120	88.89%
2.	Unmarried	15	11.11%
		-----	-----
		135	100.00
		-----	-----

It is quite clear from the above table that the number of married workers is 8 times more than the number of unmarried workers. It may be due to the fact that the seasonal workers from the age group of 31 to 40 years are more and naturally because of it, majority of them are married.

4. Education :

Education creates consciousness and awareness leading to more thinking and better acting.

Following table shows the division of workers according to their education.

Table No.2.4

Division of workers according to their education

S.No.	Education	No.of workers	Percentage
1.	Illiterate	4	2.96%
2.	Primary	54	40.00%
3.	Secondary	63	46.67%
4.	Higher Secondary	11	8.15%
5.	College	2	1.48%
6.	Technical	1	0.74%
		<u>135</u>	<u>100.00%</u>

Above table indicates that the number of workers who have taken the Secondary education is greater. Out of 135 respondents 63 have taken Secondary education that means 46.67% while 54 (40%) have taken the primary education, 11( 8.15%) have taken Higher Secondary. The number of respondents who have taken college education is very less that is only 2 (1.48%) so also only one respondent has taken technical education.

It means that majority of workers have taken the secondary education.

One remarkable thing in this table is the percentage of illiteracy is not much high. At-least these workers know three rupees.

5. Division of workers according to their period of service

Table No.2.5

S.No.	Period of service in years.	No.of workers	Percentage
1.	1 to 5 years	23	17.03%
2.	6 to 10 years	20	14.81%
3.	11 to 15 years	53	39.26%
4.	16 to 20 years	28	20.75%
5.	21 to 25 years	11	8.15%
6.	26 and above	-	-
		135	100.00

The above table indicates that 23 workers i.e. (17.03%) have been working in this factory for a period 1 to 5 years while 20 workers (14.8%) have been working for a period of 6 to 10 years. 53( i.e. 39.26%) have been

working for 11 to 15 years while 28 workers i.e. 20.75% have been working for 16 to 20 years. Only 11 respondents i.e. 8.15% have been working in this factory for the period 21 to 25 years.

6. Distance from place of work :

Table No.2.6

Table showing division of respondents according to their residence from place of work .

S.No.	Distance from place of work.	No.of workers	Percentage.
1.	Living at Place work	42	-
2.	1 to 5 km	70	51.85%
3.	6 to 10 km	15	11.11%
4.	11 to 15 km	-	-
5.	16 to 20 km	-	-
6.	21 to 25 km	3	2.22%
7.	26 to 30 km	3	2.22%
8.	Above 30 km	2	1.48%
		----- 135 -----	----- 100.00 -----

The above table indicates the distance from which the Seasonal workers come to their place of work. It is clear that 70 workers out of 135 workers i.e. 51.85% come from



the 1.5 km while 15 workers (11.11%) come from 6 to 10 km while only 3 workers (2.22%) come from 21 to 25 km and there are only 2 workers who come to the place of work from the long distance of above 30 km.

7. Table No. 2.7

Table showing division of the respondents according to their departments.

There are 15 departments in this factory. The distribution is as under:-

S.No.	Department	No. of respondents.	Percentage.
1.	General	-	-
2.	Labour Office	-	-
3.	Medical	1	0.75%
4.	Accounts	-	-
5.	Civil	-	-
6.	Watch & Ward	-	-
7.	Agricultural	40	29.62%
8.	Cane Development	4	2.96%
9.	Vehicle	1	0.75%
10.	Time office	-	-
11.	Cane yard	19	14.07%
12.	Sugar godown	-	-
13.	Stores	-	-
14.	Manufacturing	42	31.11%
15.	Engineering	28	20.74%
		----- 135 -----	----- 100.00 -----

It is clear from the above table that the number of seasonal workers is greater in manufacturing and agricultural departments as compared to other departments. It is 31.11% and 29.62% respectively. Secondly out of 135 respondents, 28 have been working in engineering department i.e. 20.74% Thirdly 19 out of 135 respondents have been working in cane yard department i.e. 14.07%. As compared to these, the number of seasonal workers working in other departments is very negligible.

8. Mode of Conveyance :

Seasonal workers come to their place of work by Bus(S.T.) on foot or by bicycle.

Following is the division of the respondents recording to their mode of conveyance :

Table No. 2.8

S.No.	Mode of conveyance	No.of respondents	Percentage
1.	On foot	12	12.90%
2.	By Bus (.S.T.)	11	11.82%
3.	By Bicycle	70	75.28%
		93	100.00

It seems from the above table that majority of the workers use bicycle as a mode of conveyance to come to the factory.

This may be due to the fact that majority of them live at the distance of 1 to 5 km from the factory.

9. Division of respondents according to Seasonal Permanent and Seasonal temporary.

---

In this factory, workers are classified as seasonal and permanent. But again seasonal workers are classified as seasonal permanent and seasonal temporary. Seasonal permanent workers get a fixed amount as a wage in off season also and they are confirmed as seasonal permanent. But seasonal temporary workers work only on daily wages, they do not get any remuneration in off season, and even there is no job security for them as there is no guarantee that they will get job in the next season.

Division of seasonal workers as seasonal permanent and seasonal temporary are as under :-

Table No.2.9

S.No.	Type of respondent	No.of respondent	Percentage
1.	Seasonal permanent	91	67.40
2.	Seasonal temporary	44	32.60
		----- 135 -----	----- 100.00 -----

From the above table it is clear that nearly 1/3 of ...149...

the seasonal workers are working as seasonal temporary that means many a times they work on daily wages. Many such workers have been working in the same factory continuously for more than 6 to 7 years and still they are working as seasonal temporary, this fact is not negligible.

10. Distribution of the respondents according to their Salary. (Table No.2.10)

Sr.No.	Monthly salary	No.of respondents	Percentage.
1.	Below Rs. 290	26	19.26%
2.	290 to 512	105	77.78%
3.	513 to 632	4	2.96%
4.	633 to 682	-	-
5.	683 to 962	-	-
6.	963 and above	-	-
		----- 135 -----	----- 100.00 -----

It is clear from the above chart that majority of seasonal workers are getting salary between Rs. 290 to 512 rupees, 105 (77.78%) workers are from this group. 26 (19.26%) workers are getting salary less than 290 rupees while only 4 (2.96%) workers are getting salary more than 513 rupees and less than 632 rupees.

Not a single seasonal employee gets salary more than 633 rupees.

10. Division of the seasonal workers according to the size of their family.

Table No.3.1

S.No.	No.of family members	No.of respondents	Percentage
1.	1 to 5	48	35.55%
2.	6 to 10	65	48.15%
3.	11 to 15	17	12.60%
4.	Above 15	5	3.70%
		135	100.00

The above table indicates that 48.15% seasonal workers have medium size families, 35.55% seasonal workers have small size families while 12.60% seasonal workers have big size families. The percentage of seasonal workers having families consisting of more than 15 members is very low that is 3.70%.

12. Division of the seasonal workers according to their land .

--- In this area agriculture is the occupation of majority of seasonal workers, so it is important to get information about their land.

Table No.3.2

S.No.	Particulars of land holders/ land less holders	No.of respondents	Percentage
1.	Land holders	120	88.89%
2.	Landless workers	15	11.11%
		----- 135 -----	----- 100.00% -----

From the above table, it is clear that 120 i.e. 88.89% workers are land holders while 15 i.e. 11.11% workers are landless. Of course, though majority of workers are having land, the important question is that now how much it is ? and whether it is under water or not. The answer to this question is clear from the following table.

13. Division of the respondents according to their size of land.  
Table No. 3.3 :

S.No.	Size of land held	No. of respondents	Percentage.
1.	Landless	15	11.11%
2.	Below 1 Acre	65	48.15%
3.	1 to 5 Acre	47	34.82%
4.	6 to 10 Acre	6	4.44%
5.	Above 11 Acre	2	1.48%
		----- 135 -----	----- 100.00% -----

The above table throws light on the fact that, majority of seasonal workers are small land holders, 65 out of 135 i.e. 48.15% own less than 1 acre of land while 47 i.e. 34.82% own 1 to 5 Acre land.

In comparison with these figures, the number of seasonal workers owing land of 6 to 10 Acres of above 11 Acres is very less, it is 6 ( 4.44%) and 2 (1.48%) respectively. Land-less seasonal workers are 15 (11.11%).

14. Division of the respondents according to their payment system

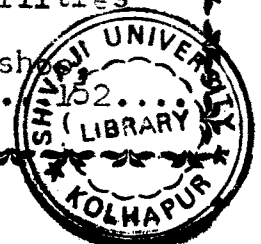
Table No.3.4

S.No.	Payment system	No.of respondents	Percentage
1.	Daily wages	7	5.19%
2.	Monthly wages	128	94.81%
		135	100.00

The above table shows that 128 respondents i.e. 94.81% get salary on monthly basis and only 7 i.e. 5.19% respondents get salary on daily wage basis.

15. Welfare facilities :

Different welfare facilities such as Canteen, Restroom and recreational, as well as educational, medical facilities are provided to the workers by factory. Fair Grain shop



is also there. But the important question is whether all the workers are getting the advantage of these facilities and whether they are satisfied with them or not ? Following tables show the opinions of respondents about these facilities which are available at the site of factory.

i) Division of respondents according to their opinion about the canteen facilities.

Table No. 3.5

S.No.	Canteen facilities	No.of respondents	Percentage.
1.	Satisfied	87	64.44%
2.	Dis-satisfied	48	35.56%
		----- 135	----- 100.00%

The above table shows that 87 respondents i.e. 64.44% are satisfied with the canteen facilities while 48 i.e. 35.56% respondents are not satisfied with the canteen facilities.

ii) Division of respondents according to their attitude towards restroom facilities available at the factory site.

Table No. 3.6

S.No.	Restroom facilities provided	No.of respondents	Percentage
1.	Yes	73	54.08%
2.	No	62	45.92%
		----- 135	----- 100.00



It seems that 73 i.e. 58.08% get the advantage of restroom facilities but 62 i.e. 45.92% are not getting it.

iii) Division of the respondents according to their opinion about the recreational facilities provided to them.

There is provision for games such as Badmington, Cricket, Football, Holley Ball, Carrum, Cards. Follwong table shows the attitude of workers towards it.

Table No.3.7

S.No.	Recreational facilities	No.of Respon- dents.	Percentage
1.	Satisfied	13	9.62%
2.	Dis-satisfied	122	90.38%
		----- 135 -----	----- 100.00% -----

It is clear from the above figures that majority of workers are not satisfied with the recreational facilities provided to them. 122 i.e. 90.38% respondents are dis-satisfied about it.

iv) Housing facilities :

According to the requirements of wage board, factory has to make provision of the residence of seasonal workers.

Accordingly factory has built up well equipped 250 quarters

for seasonal workers. Seasonal workers who come from long distance and have to face the problem of housing, can take the advantage of this facility.

Seasonal permanent workers are in a position to take advantage of it.

Following table shows the division of seasonal workers according to their housing facilities.

Table No.3.8

S.No.	Housing facilities	No.of respondents	Percentage
1.	Yes	42	31.11%
2.	No	93	68.89%
		----- 135	----- 100.00%

It seems from the above observations that 42 i.e. 31.11% Seasonal workers are getting the advantage of housing facilities and 93 (68.89%) workers are not getting the benefit of housing facilities.

v) Medical facilities :

As per the provisions of Factory Act, Medical facilities are provided both to seasonal and permanent workers.

Seasonal workers can get the benefit of medical facilities throughout the year, but as they are seasonally employed, ...155.....

they are in a position to enjoy these facilities only during the season. During the off-season, they live in their own villages.

Following table shows division of respondents according to their opinion about the medical facilities.

Table No.3.9

S.No.	Medical facilities	No.of respondents	Percentage
1.	Satisfied	23	17.04%
2.	Dis-satisfied	122	82.96%
		----- 135	----- 100.00%

Only 23 ( 17.04%) workers are satisfied with the medical facilities while 112 ( 82.96%) workers are not satisfied.

vi) Grain shop and sugar at concessional rate :

In this factory 5 Kgs. sugar at concessional rate is given both to the seasonal and permanent workers.

Following table shows the view of the respondents about the concessional rate sugar given to them by the factory.

Table No.3.10

S.No.	Concessional rate sugar	No.of respon- dents.	Percentage
1.	Satisfied	110	81.48%
2.	Dis-satisfied	25	18.52%
		----- 135 -----	----- 100.00% -----

Majority of the seasonal workers i.e. 110( 81.48%) are satisfied with the concessional rate sugar given by the factory, while 25( 18.52%) are not satisfied with it.

vii) Educational facilities :

It is found that provision of primary and secondary education is made by the factory. But as a majority of seasonal workers come daily from their villages and as they are seasonally employed, their children are not in a position of getting the benefit of educational facilities provided by the factory.

viii) Division of the respondents according to the provision of providend fund facilities.

Table No. 4.1 :

S.No.	Providend fund facilities	No.of respondents	Percentage
1	Yes	84	62.22%
2	No	51	37.78%
		----- 135	----- 100.00%

The above table shows that 84 ( i.e. 62.22%) respondents get Providend fund facilities, where as 51 i.e. 37.78% respondents do not get Providend fund facilities in sugar factory.

16. Trade Union :

There are 2 Trade Unions namely Sakhar Kamgar Sabha affiliated to Hind Mazadur Sabha and Kagal Taluka Sakhar Kamgar Sangha affiliated to INTK. So majority of the workers are members of either of the Trade Union. Following table shows how many seasonal workers are the members of Trade Union.

Table No. 4.2

S.No.	Trade Union membership	No.of respondents	Percentage
1.	Yes	115	85.19%
2.	No	20	14.81%
		----- 135	----- 100.00%

Above table shows the division of Seasonal workers, according to their membership of Trade Union.

17. But following table throws light on the fact whether the workers get benefit of Trade Union to solve their problems.

Table No. 4.3

S.No.	Useful in solving problem.	No. of respondents	Percentage.
1.	Yes	92	68.15%
2	No.	43	31.85%
		<u>135</u>	<u>100.00%</u>

It seems that 92 i.e. 68.15% seasonal workers have got the benefit of Trade Union to solve their problems, whereas 43 i.e. 31.85% seasonal workers have not yet got the advantage of Trade Union to solve their problems.

18. Work during off-season :

Seasonal workers are only seasonally employed, they are employed only during the crushing season. But what they do in off season is important, whether they work in farm, whether they do any business or remain unemployed.

Following table shows the division of seasonal workers according to their work in off season.

Table No.4.3 :

S.No.	Particulars of work at some other place	No.of respondents	Percentage
1		5	3.70%
1.	Remain unemployed	16	11.86%
2.	Work in Agriculture	106	78.52%
3.	Doing some other business	3	2.22%
4.	Agriculture and work at other places.	5	3.70%
		----- 135 -----	----- 100.00% -----

The above table indicates that 5 i.e. 3.70% workers work at some other place. 106 i.e. 78.32% respondents work in agriculture, while only 3 i.e. 2.22% workers do their own business. 5 i.e. 3.70% workers engage themselves in agriculture and work at other places simlutenously.

19. Retention Allowance :

Retention allowance is the allowance given to seasonal workers during off season when 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 as to maintain the assured supply of experienced workers in years to come. Such allowance is very much helpful to the workers during the off season.

Division of respondents as per the Retention Allowance :

Table No.4.4

S.No.	Retention allowance	No.of Respondents	Percentage
1.	Yes	91	67.40%
2.	No	44	32.60%
		135	100.00

The above table indicates that 91 seasonal employees get retention allowance while 44 Seasonal employees do not get any such retention allowance.

These 44 workers are not seasonal permanent, they are temporary workers so they do not get the allowance in off-season.



20. Division of respondents according to rate of Retention Money.

Table No.4.5

S.No.	Rate of Retention allowance	No.of respondents	Percentage
1.	8.33 of monthly salary	2	1.48
2.	11% of monthly salary	5	3.70%
3.	25% of monthly salary	37	27.40%
4.	50% of monthly salary	47	37.82%
5.	No retention allowance	44	32.60%
		----- 135 -----	----- 100.00% -----

The above table shows that 2 i.e. 1.48% respondents get 8.33% retention allowance and 5 i.e. 3.70% respondents get 11% retention allowance.

37 out of 135 i.e. 27.40% get allowance at the rate of 25% whereas 50% allowance is given to 47 i.e. 34.82% workers. 44 workers i.e. 32.60% do not get any retention allowance :

21. Wages :

It is interesting to note what are the opinions of seasonal employees about their wages, whether they are satisfied or dissatisfied.

Division of seasonal employees according to their opinion about wages :

---

Table No.4.6 :

S.No.	Opinion about wages	No.of Respoondents	Percentage
1.	Satisfied	15	11.11%
2.	Dissatisfied	120	88.89%
		----- 135 -----	----- 100.00% -----

It is clear from the above chart that majority of workers are not satisfied about their wages, 120 out of 135 i.e. 88.89% workers are dissatisfied about the wages they get from the factory.

22. Indebttness :

As the wages of workers are scarce, it is but natural that they have to take loans to keep themselves alive.

Division of respondents according to their indebttness :

---

Table No. 4.7

S.No.	Indebttness	No.of respoondents	Percentage.
1.	Indebttness	128	94.82%
2.	No debts	7	5.18%
		----- 135 -----	----- 100.00% -----

Majority of seasonal workers take loans, 128 out of 135 i.e. 94.82% workers are indebted.

23. Sources of loan :

There are different sources of loan, such as money lenders, Co-op. societies, banks etc. It is important to see from which source, respondents prefer to raise loans.

Division of respondents according to their sources of borrowing money.

Table No. 4.8.

S.No.	Source of loan	No. of respondents	Percentage.
1.	Friends	2	1.48
2.	Relatives	5	3.70%
3.	Credit society	98	75.58%
4.	Bank	5	3.70%
5.	Money lenders	3	2.22%
6.	Relatives and credit societies	11	8.14%
7.	Relatives and friends	4	5.18%
8.	No debts	7	-
		----- 135 -----	----- 100.00% -----

It is clear from the above table that 2 i.e. 1.48% workers raise loans from friends and 5 i.e. 3.70% workers raise loans from

relatives, 5 i.e. 3.70% workers use bank as a source of loan whereas only 3 workers i.e. 2.22% raise loan from money lenders, 11 workers i.e. 8.14% raise loans from relatives and from credit society. But alongwith all the-se figures it is satisfactory that 98 i.e. 75.58% workers raise loans from co-operative credit society. That means they are not dependent on any private source for loans such as from friends, relatives and money lenders etc.

24. Recruitment :

Generally seasonal workers are directly employed in sugar factory. Let us see whether they are satisfied with the recruitment or not.

Division of respondents according to their view about recruitment :

Table No. 4.4.9

S.No.	View of respondents	No.of respondents	Percentage
1.	Satisfied	79	58.52%
2.	Dissatisfied	56	41.48%
		----- 135 -----	----- 100.00% -----

It is seen that 79 i.e. 58.52% seasonal employees are satisfied about the recruitment whereas 56 i.e. 41.48% workers are not satisfied with the recruitment procedure.

25. Promotion :

Division of respondents according to their promotions :

Table No.4.10

S.No.	Promotion	No.of respondents	Percentage
1	Yes	76	56.30%
2	No	59	43.70%
		135	100.00%

76 i.e. 56.30% respondents get promotion in their service, while 59 workers i.e. 43.70% do not get the promotion in their service.

26. Transfer from one department to other department.

Division of seasonal workers according to their transfer from one department to other department :-

Table No. 5.1

S.No.	Transfer of Respondents from one dept to other	No.of respondents.	Percentage
1.	Yes	24	17.77%
2.	No	111	82.23%
		135	100.00%

It is clear from the above table, that only 24 workers i.e. 17.77% are transferred from one-department to other whereas 111 i.e. 82.23% workers are not transferred from one department to other. That means there are rarely transfers of workers from one department to other department.

27. Administration :

Following chart indicates the view of workers about the administration that means about management and about higher authorities.

Table No.5.2

S.No.	Opinion of Respondents towards administration.	No.of respondents	Percentage
1.	Satisfied	109	80.74%
2.	Dissatisfied	26	19.26%
		----- 135 -----	----- 100.00% -----

Majority of seasonal workers 109 i.e. 80.74% are satisfied towards the administration of factory while 26 (19.26%) are not satisfied with it.

28. Weekly Off :

Following table indicates the proportion of respondents according to the weekly off given to them :-

Table No.5.3 :

S.No.	Weekly off	No.of respondents	Percentage.
1.	Yes	121	89.62%
2.	No	14	10.38%
		----- 135	----- 100.00%

Majority of the workers get weekly off. 121 i.e. 89.62% workers enjoy the weekly off while 14 i.e. 10.38% workers do not get weekly off.

29. Leave without permission :

Following chart makes it clear whether seasonal workers in this factory remain absent without permission.

Table No. 5.4

S.No.	Leave without permission.	No.of respondents	Percentage
1.	Yes	-	-
2.	No	135	100%
		----- 135	----- 100%

No seasonal worker remain absent without permission in this factory. ....168....