

CHAPTER - V

I have come to the following conclusions after studying the different aspects of the seasonal workers in the someshwar Sahakari Sakhar Karkhana Ltd., Someshwar - nagar, Taluka - Baramati, Dist: Poona.

1. Sex -

The Researcher has found that there were only male respondents. In this sugar factory, only men, with their physical fitness are required as workers.

2. Castes :

The distribution of castwise workers is varied. More than 50 % seasonal workers are maratha and very low percentage of other caste workers is recorded.

3. Age:

Efficiency of the workers depends upon the age. In this sugar factory young workers are more in the age group of 21 to 40 years i.e. 71 % it is higher than the other age groups.

4. The Marital Status -

The majority of the seasonal workers are married i.e. 94 %.

5. The Education -

The first hand data shows that the majority of

seasonal workers are educated upto primary and secondary school standard .

The condition is that the sugar factory workers are unskilled or semi skilled and their educational standard is low.

6. The service period -

It is concluded that 27 % seasonal workers have been working for a period of 16 to 20 years and 3 % seasonal workers have been working for more than 26 years.

7. The Departments -

The seasonal workers, who are working in the manufacturing department i.e. 26 % and engineering department i.e. 22 % and cane-yard department i.e. 19 % The majority of seasonal workers are in the manufacturing department.

8. The distance from the place of work.

The proportion of the seasonal workers who come to factory from 1 to 5 Km. is 56 percents and 16 percents come to factory from 6 to 10 Km. The seasonal workers who live at the place of the work are only 7 percents. The majority of the seasonal workers come to the factory from 1 to 5 Km. distance.

9 The mode of conveyance -

It is clear from the present data that, 72% seasonal

workers come to the factory on bicycles. It is concluded that the seasonal workers are living away from the factory.

10. Salary -

The majority of the seasonal workers i.e. 45 % are getting salaries between Rs.1100 to 1200.

The fact is that, the majority of the permanent workers is higher.

11. The size of the family -

It is clear that the majority of the seasonal workers have small family. The small family contains less than 5 members.

12. Agriculture -

In this sugar factory 40 % seasonal workers have below 3 acres of land and 20 % seasonal workers have 4 to 6 acres of land. As the land in acres is increasing one side and respondents are decreasing otherside. 70 % of the seasonal workers are land holders and remaining 30 % of the seasonal workers are landless.

13. The wage structures -

In this sugar factory the majority of the seasonal workers, i.e. 85 are on monthly basis. /

14. Working conditions -

The researcher has found that 89 % seasonal workers are satisfied with the temperature. 96 % seasonal workers

are satisfied with the air circulation, 92 % seasonal workers are satisfied with the humidity and 98 % seasonal workers are satisfied with the illumination. This sugar factory has maintained good sanitation, 88 % seasonal workers are satisfied with sanitation and the seasonal workers are fully satisfied with ventilation i.e. 99 % of the workers.

It is clear that the seasonal workers are satisfied with the working conditions.

15. The weekly offs and leave facilities -

The weekly off facilities are available for the permanent as well as temporary seasonal workers.

The leave facilities are not available to the temporary seasonal workers.

The researcher has found that 40 % seasonal workers are not getting leave facilities because they are not permanent workers.

16. The working shift :

The sugar factory runs on rotation shift system and the office work of the sugar factory is in the general shift system.

The majority (i.e. 70 %) of the seasonal workers are working in the rotation shift . Since the production is a continuous process of the sugar factory.

17. Welfare facilities -

In this sugar factory 76 % of the seasonal workers are getting the sitting facilities, 73 % of the seasonal workers are getting restroom facilities. The medical facilities are provided to the seasonal workers as per the factory rules. 92% of the seasonal workers are satisfied with the medical facilities.

The researcher has found that the educational facilities are provided to the workers' children. Only the permanent workers can get the benefits of the educational facilities.

It is concluded that the educational facilities are not satisfactory.

In this factory the majority of respondents, i.e. 55 % seasonal workers are not satisfied about recreational facilities, they are living at long distance from the factory place.

It is clear that the majority of respondents i.e. 75 % seasonal workers are satisfied with the grainshop facilities and concessional rate sugar.

18. The housing facilities -

As per the factory rules, this factory provides the housing facility to the permanent workers, but not for the seasonal workers. The majority of the seasonal workers, i.e. 93 % do not get housing facility.

19. The provident fund facilities -

This facilities is provided by the factory to the seasonal workers who are permanent i.e. 61 % seasonal workers are getting provident fund facilities.

20. The Bonus facility -

Every seasonal worker gets the bonus from the factory at the rate of 20 % from last ten years.

21. The trade Union -

The investigator has found that all the seasonal workers are satisfied about the working of the trade Union. In this sugar factory all the seasonal workers are members of the trade Union.

22. The work of the seasonal workers during the off season -

61 % of the seasonal workers are working on the farms during off season. Some seasonal workers run private businesses and 21 % of the seasonal workers remain unemployed during off season.

The working period of the seasonal workers is only for six to seven months. The sugar factory discontinues them, when the crushing season is over.

23. The Retention allowance -

In this factory, the retention allowance is given to the seasonal workers during off season. Only the seasonal

workers during off season. Only the seasonal permanent workers are eligible to get retention allowance. The Researcher found that 61 % seasonal workers are getting the retention allowance.

It is observed that the rate of retention allowance varies i.e. 24 % seasonal workers are getting retention allowance at the rate of 11 % of the monthly salary, 28 % seasonal workers get the retention allowance at the rate of 25 % of the monthly salary and 9 % seasonal workers get the retention allowance at the rate of 50 % of the monthly salary as per their respective departments.

24. Opinions of the seasonal workers about their wages -

The researcher has found that a large number of the seasonal workers i.e. 64 % are not satisfied with their wages.

25. Indebtness of seasonal workers -

(A) The majority of the seasonal workers, i.e. 24 % are debtors.

(B) In this sugar factory the seasonal workers i.e. 40 % are getting loan from the co operative society and 11 % of the seasonal workers are getting loan from the money lenders.

26. Opinions of the seasonal workers regarding the recruitment method -

The majority of the seasonal workers i.e. 85 % are satisfied regarding the recruitment method.

27. The promotions -

The majority of the seasonal workers i.e. 93 % are not promoted as per the seniority in the service.

28. Transfers of the seasonal workers from one department to another department -

The researcher has found that the majority of the seasonal workers i.e. 66 % are not transferred from one department to another department.

29. Training for the seasonal workers -

It is found that in this sugar factory only 19 % of the seasonal workers are trained and 81 % of the seasonal workers are not trained in this factory.

30. Personal opinion of the seasonal workers about their service and the administration -

The majority of the seasonal workers i.e. 78 % are satisfied with the service and 92 % with the administration.

31. Opinion of the seasonal workers regarding problems in service -

The majority of the seasonal workers i.e. 79 % of the workers are happy in the service and expressed their opinion that, they have no problems in this sugar factory.

OBSERVATION

1. Educational Problem -

The seasonal workers live in their villages during the off season. During the crushing season, they come to factory daily from their villages. Their children cannot get educational facilities provided by the factory. The factory runs the school within its premises. Thus the children of seasonal workers cannot get the benefit of educational facility provided by the factory.

2. Housing problem -

The housing is the main problem of the seasonal workers. Sugar factory is not providing houses to the seasonal workers. The basic need of seasonal workers of housing is not fulfilled by this sugar factory. The seasonal workers use to live in rented houses. They have no sufficient income to pay the rent. These

rooms are small, which are not sufficient to accommodate their family members.

3. Lack of sufficient wages -

As researcher has observed that the seasonal workers are getting low wages as compared to other permanent employees of the factory. Number of seasonal workers are away from the native place, and to spend money on their family members. The researcher find out that the wages they get from the factory are not sufficient to maintain their family.

4. Health Problems -

The seasonal workers are engaged in hard physical work in the sugar factory. The living conditions are also not suitable for the seasonal workers. They do not have good sanitation, therefore they fall sick. But during sickness, they cannot take regular and proper medical treatment which goes beyond their capacity. Because they do not get any income during the off season.

5. Recreational Facilities -

During the crushing season, seasonal workers are engaged in the factory work. They have no time for enjoying this facilities in crushing season. They do need of recreational activities during the free time.

But recreational facilities are not made available to the seasonal workers because they reside in their native place in the off season.

6. Problem of promotion -

In this sugar factory, the seasonal workers are working, since last 15 to 20 years but their situation has not yet improved. They do not have any chance of getting promotion in consideration of their merit or seniority. Nearly 93 % of these workers are not getting the promotion.

7. Sugar on concessional rate -

It is observed that the factory gives 5 Kg. sugar per month to the seasonal workers at concessional rate during the crushing season. But during the off season, concessional rate sugar is not provided to seasonal workers.

8. Retention Allowance -

It is observed that the seasonal temporary workers do not get retention allowance. It is given only to the seasonal permanent workers. Therefore, the condition of seasonal temporary workers during off season becomes worst.