

SUGGESTIONS

1. The factory should provide to the seasonal workers residential facilities by constructing housing colony. Now a days all the banks are willing to give loans for labour housing colony.
2. There are seasonal workers who have completed more than 8 years but they are not made permanent as yet. The factory should provide them a job on permanent basis and increase their wages. So, that they will be happy and work whole hartedly.
3. The workers are unsatisfied with the quality of the eatables provided by the canteen contractor. The management should appoint a canteen committee for supervision of quality and price provided by the canteen contractor.
4. The sugar factory can start one of the allied industry like distillery, paper mill, or small scale fertilizer industry by using the waste material like bagass, molasses etc. at someshwarnagar. So that the seasonal workers who are relieved in the off season can be employed in this allied industry and can get more profit.
5. Since the Management is not keen on arranging educational and training classes for the workers, it was observe

that the workers were not aware of workers education scheme. It is therefore, suggested that the management should arrange the workers education and training classes, which will be more beneficial to unskilled seasonal workers.

6. There seems to be a facility of play-ground for different games but the seasonal workers are not participating in the games. The management should provide game equipments and encourage the seasonal workers to take active part in various games.
7. There seems to have established number of shops which provides the articles required by the seasonal workers for their day to day requirements, These shops run and managed by private business men. They usually charge high rate for the articles supplied by them to the seasonal workers. It is therefore, suggested that the seasonal workers should come together to establish consumers store on co-operative basis.
8. The management should also arrange some film shows, dramas and other entertainment programmes for seasonal workers.
9. From the literacy point of view the management should arrange seminars, conferences, talks by experts. So

that the workers will be enlightened with modern information.

10. The factory management should provide places for opening the private shops, pan stall, tea stalls and general stores etc. on the factory sight. The seasonal workers who are relieved in off season can start their private businesses.
11. The useful suggestions for the seasonal workers health maintenance is necessary. They should get standared medical facilities. Most of the seasonal workers are getting medical treatments from the private doctors.

The management should open good dispensary on the factory sight, in which all the specialists should be available. After six months, medical checkup is necessary for the seasonal workers. The management should arrange medical camps on the factory sight.