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CHAPTER- I

1) **INTRODUCTION :**

The sugar Industry plays very important role in the economy of the country. Sugar Industry is the biggest industry in the rural area of India. It is mainly based on an agro-product which is sugar cane. Sugar industry is the largest industry employing nearly three lakhs skilled, unskilled, seasonal and permanent workers and also sustaining 2.50 to 3.00 crores of agriculturists and persons engaged in the transportation and harvesting sugarcane. After independence threre has been very remarkable growth of sugar industry in the co-operative sector. There are 355 sugar industries out of which 70% industries are in the co-operative sector.

Today India is the biggest producer of sugar and Gur in the world. The area under the sugarcane is nearly seven million acres. It is the highest record in the world. But due to various factors the sugar industry here is largly confined to the subtropice. The yield and the quality of sugarcane is very poor. This information is used in yield of sugarcane, per Acre in Uttar pradesh and Bihar. The yield shows 15.8 tonnes and 12.7 tonnes respectively as against

25.6 tonnes in Maharashtra, 32.8 tonnes in Tamil-Nadu,
36.1 tonnes in Andhra and 33.3 tonnes in Mysore . The
above yield is per acre. The sugar recovery of 9.5 % ,
when obtained for whole season is considered satisfactory
in Uttar pradesh and Bihar. While a recovery of 11.5 %
is easily obtained in Maharashtra. Few factories are
existing in India where record of recovery is 12.5 % and
above. This is an average for six months season. As a
result of these high recoveries sugar industries have
shifted more and more to the Deccan platue from its
original home in the North.[1]

In India, Maharashtra State stands first in the
production of sugar and in the world it stands tenth in
manufacturing white sugar. The production of sugar of the
Maharashtra state, during the season 1981-82 was 30,26,000
tonnes and during 1986-87, it was 23,88,000 tonnes. The
natural factors help the production of sugarcane. The area
under sugarcane cultivation in Maharashtra State has been
increasing rapidly from the year 1972-73 1.82 lakh
hectores to 3.20 lakhs hectores during the year 1982-83.

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1   R.N.Agrawal : Sugar Industry in India.

Sugar industry in India occupies an important place. It ranks third largest industry in terms of its own contribution to the net value added by manufacture and has a total capital investment of over Rs.1250 crores and employ nearly three lakhs workers. Besides it creates extensive indirect employment for 25 million cultivatotores of sugarcane. Also in the field of distribution and trade, confectionery, industry, the indirect employment is seen. It is also a source of excise duty for central Government.[2]

The present indications of sugar production during the season 1986-87 is 85.02 lakhs tonnes against 70.16 lakhs tonnes in the last season. In its initial stages many years, Uttar pradesh produced fifty percent of all sugar produced in India. But last few years the center of sugar production has been shifted to Maharashtra State, which is producing one third of sugar in the region. The total production of sugar in Maharashtra State during the year 1981-82 was 30,26,000 tonnes and total production of sugar in India during the year 1981-82 was 84,37,000 tonnes. But during the year 1986-87 23,88,000 tonnes sugar production was in Maharashtra and total production of sugar in India during the year 1986-87 was 85,02,000 tonnes.[3]

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2   Datta Sundharam : Indian Economy, P.545-546.

3   Co-operative Sugar New Delhi : Jan.,1988.

2) **HISTORY AND DEVELOPMENT OF SUGAR INDUSTRY** -

Before Independence :

In our country prior to the year 1930 there were Ten factories producing the sugar about 1.6 lakh tonnes. The need of sugar in India in that period was nearly about 7.6 lakhs tonnes. That time six lakhs tonnes sugar was imported. So, the sugar industry was given protection by the Government of India. The sugar industry was granted Tariff Board protection in the year 1932. As a result the production increased upto ten lakhs tonnes in 1937. The number of operating factories increased to 137 and employment exceeded 75,000 workers. During the year 1939-40, sugar production increased upto 12.42 lakhs tonnes. As the result, increase in production of sugar in prior independence period was observed. But the II world war created disturbed condition. The growth of sugar production was declined to 7.9 lakhs tonnes during the year 1941-42; and Government was forced to introduce sugar control.[1]

3) **PROGRESS OF SUGAR INDUSTRY AFTER INDEPENDENCE:**

India got freedom in the year 1947 and accepted mixed economy system. After independence the congress party laid down and adopted a socialistic pattern of society. Indian

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1   R.Datt and Sundharm - Indian Economy - pp.546.

Government introduced planning system, this system was made
for five year duration. The first five years planning
period was started from the year 1951. In 1951-52 sugar
production was reached to 15.2 lakhs tonnes. The Government
provided incentives by raising the minimum price of sugar
cane and maximum price of sugar. The result was a rise in
output and then rationing came to an end. The effect of
reduction in sugarcane price to discourage the sugarcane
producer. This contradictory policy resulted in increased
deficit of sugar. Due to this policy of reduction in the
sugarcane, price, the sugar production declined. The
Government again adopted the policy of protection and raise
the minimum sugarcane, price in 1954. This policy was most
useful to increase the sugar production. During the year
1954-55 sugar output was raised to 15 lakhs tonnes. Thus
the import of sugar became unnecessary.

The Government did not fix the plan from 1951 to 1958.
The Government policy of control,decontrol in both
consumption and production resulted in reduced production of
sugar to the extent of 50,000 tonnes in the year 1958-59.
Such a flexible policy affected the sugar production. The
Government responded by providing incentives for higher
productions and the output progressively increased to 30 lakhs
tonnes in 1960-61. During 1960-70 there was termendous increase

in the production of sugar. The average sugar production during 1960 was 30 to 35 lakhs tonnes and the average production during 1970 was 45 to 50 lakhs tonnes[1]. During the year 1981-82 India had produced sugar 84.37 lakhs tonnes. It is the highest record of output of sugar production.[2] However year to year variation in output as shown below:-

Table No.1.1:

Table showing the total production of sugar in India From the year 1976-77 to 1986-87.

Figures in Lakhs tonnes

Sr. No.	Year	Total production of Sugar
1	1976-77	48.40
2	1977-78	64.61
3	1978-79	58.41
4	1979-80	38.58
5	1980-81	51.48
6	1981-82	84.37
7	1982-83	82.29
8	1983-84	59.17
9	1984-85	61.44
10	1985-86	70.16
11	1986-87	85.02

Source: Co-operative sugar New Delhi - Jan.,1988.

1   R.Datt and K.P.M. Sundharam - pp.546
2   Co-operative Sugar New Delhi - Feb.,1983.

SUGAR PRODUCTION OF INDIA

PRODUCTION IN LAKH TONNES

90 84 78 72 66 60 54 48 42 36 30 24 18 12 06 0

1976-77 77-78 78-79 79-80 80-81 81-82 82-83 83-84 84-85 85-86 86-87
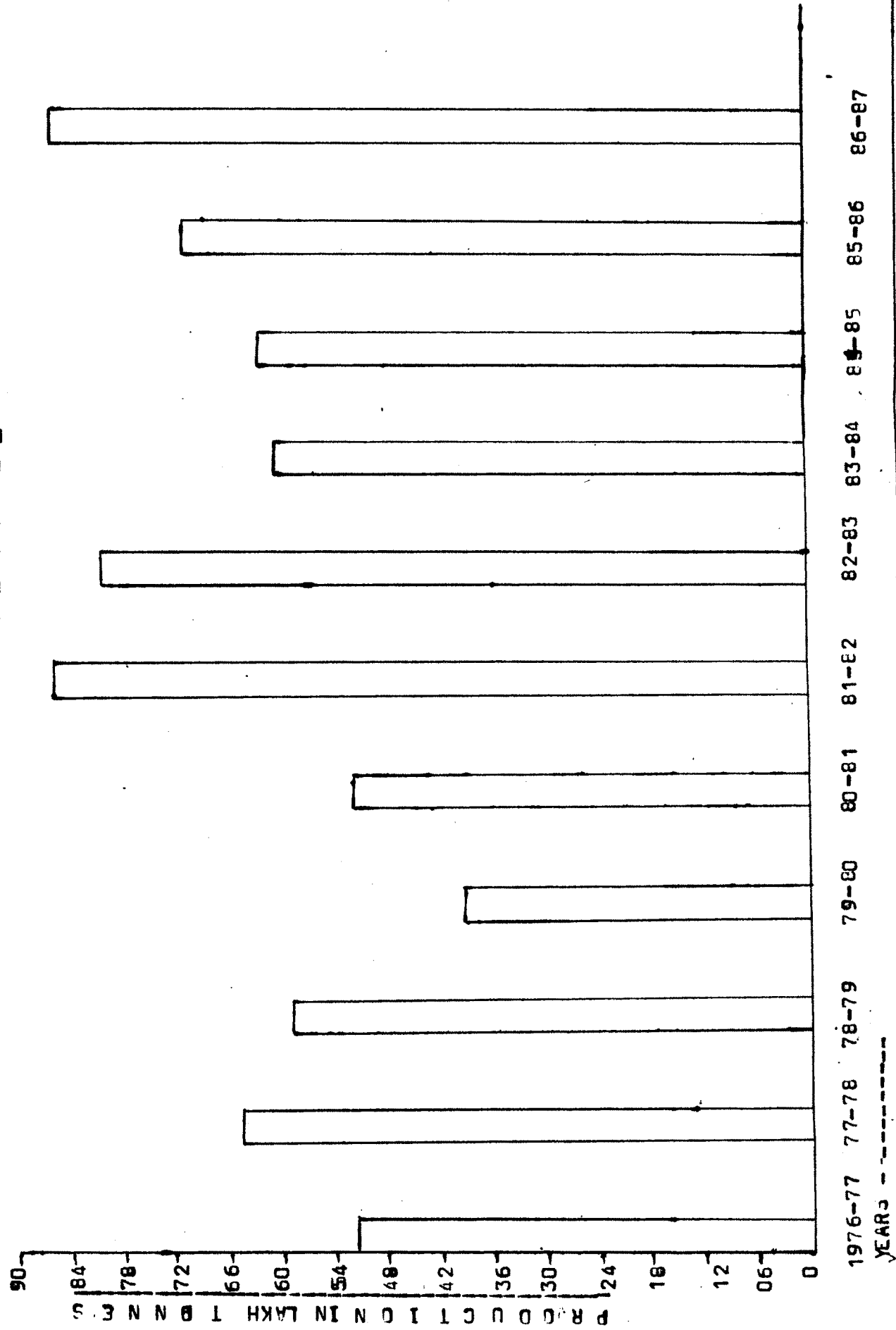
YEARS ----------

FIG. 1.1

The above table shows the total output of sugar in
India. The highest production of sugar was reached during the
season 1986-87 and the lowest production of sugar in India
was recorded during the season 1979-80. The highest record
is 85.02 lakhs tonnes and lowest record is 38.58 lakhs tonnes
during the period of eleven years.

Table No.1.2:

The table showing area under Sugarcane and yield of
Sugarcane per hectore.   In India.

Sr.No.	Year	Area under sugarcane '000' hectare	Yiled of cane per hectare.
1	1976-77	2866	53.4
2	1977-78	3151	56.2
3	1978-79	3088	49.1
4	1979-80	2610	49.1
5	1980-81	2667	57.8
6	1981-82	3193	55.8
7	1982-83	3358	56.4
8	1983-84	3110	56.0
9	1984-85	2953	57.8
10	1985-86	2849	59.9
11	1986-87	3055	59.7

Source : Co-operative Sugar New Delhi - Feb., 1988 .

The above table shows that the total area under
sugarcane and yield of sugarcane per hectore is varied year
to year. The area under sugarcane was very high during
1982-83 because of satisfactory monsoon and sufficient water
supply. But during 1979-80 the area under sugar cane was
very low due to natural resources and low plantation of
sugarcane. The above table shows that the highest yield per
hectore was recorded in 1985-86 that is 59.9 tonnes per
hectore. This happened due to more use of fertilizers and
new sugar cane seeds.

Table No 1.3:

Table showing total production of sugarcane in India.

Sr.No.	Y e a r	Production of Sugarcane in Tonnes
1	1976-77	1,53,007
2	1977-78	1,76,966
3	1978-79	1,51,655
4	1979-80	1,28,833
5	1980-81	1,54,248
6	1981-82	1,86,358
7	1982-83	1,89,358
8	1983-84	1,74,076
9	1984-85	1,70,319
10	1985-86	1,70,648
11	1986-87	1,82,480

Source - Co-operative sugar - New Delhi - March, 1988.

The above table shows the total production of sugarcane during the year 1982-83 was the highest production of sugar-cane. But during 1979-80 the total production of sugarcane declined to some extent.

Table No.1.4:

Sr.No.	Y e a r	Production of Sugarcane in '000' tonnes	Yield of Sugarcane per hectore.
1	1976-77	21,499	89.2
2	1977-78	23,319	94.8
3	1978-79	22,482	92.1
4	1979-80	19,819	89.3
5	1980-81	23,591	92.3
6	1981-82	28,780	96.9
7	1982-83	31,360	96.3
8	1983-84	26,549	90.3
9	1984-85	26,367	90.1
10	1985-86	23,706	89.4
11	1986-87	20,892	85.4

Source - Co-operative Sugar - New Delhi - March,1988.

In Maharashtra state the production of sugarcane in 1982-83 was very high and yield per hectare of sugarcane in the same year was 96.3 tonnes. In 1979-80 the production

of sugarcane was very low and yield of sugarcane per hectare
in 1986-87 was 85.4 tonnes. From the above table, comparing
the Eleven years data, in 1981-82 yield of sugarcane per
hectare was 96.9 tonnes and it was very remarkable. But
fluctuations 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 depend upon
the climatic conditions from year to year. This will bound to
affect the levels of sugar production from season to season.

Table No.1.5:

The Statewise total number of Sugar Factories in India.

Sr. No.	Name of the State	Years and Number of Sugar Factories					
		1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
1.	Andhra Pradesh	28	28	31	30	31	31
2.	Assam	2	2	1	2	1	2
3.	Bihar	28	28	28	24	23	26
4.	Goa	1	1	1	1	1	1
5.	Gujarat	14	15	12	12	13	12
6.	Haryana	5	5	5	8	8	8
7.	Karnataka	23	23	24	24	22	24
8.	Kerala	3	3	2	2	2	2
9.	Madhya Pradesh	7	7	8	8	8	8
10.	Maharashtra	78	78	78	87	88	91
11.	Nagaland	1	1	1	1	1	1
12.	Orissa	3	3	3	3	3	3
13.	Punjab	8	8	8	8	9	11
14.	Pondicherry	1	1	2	2	2	2
15.	Rajasthan	3	3	3	3	3	3
16.	Tamil-Nadu	21	21	23	23	24	25
17.	Uttar Pradesh	92	91	93	93	100	103
18.	West Bengal	2	2	2	2	1	2
	Total	320	320	325	338	341	355

Source - Co-operative Sugar New Delhi - Jan., 1988.

The above table shows that the distribution of sugar industries in India. During the period 1981 to 1987 the Sugar industry Flourished. The highest growth was seen in Uttar Pradesh and Maharashtra. Followed the after it. But the growth of sugar industry in other states showed a slow rate.
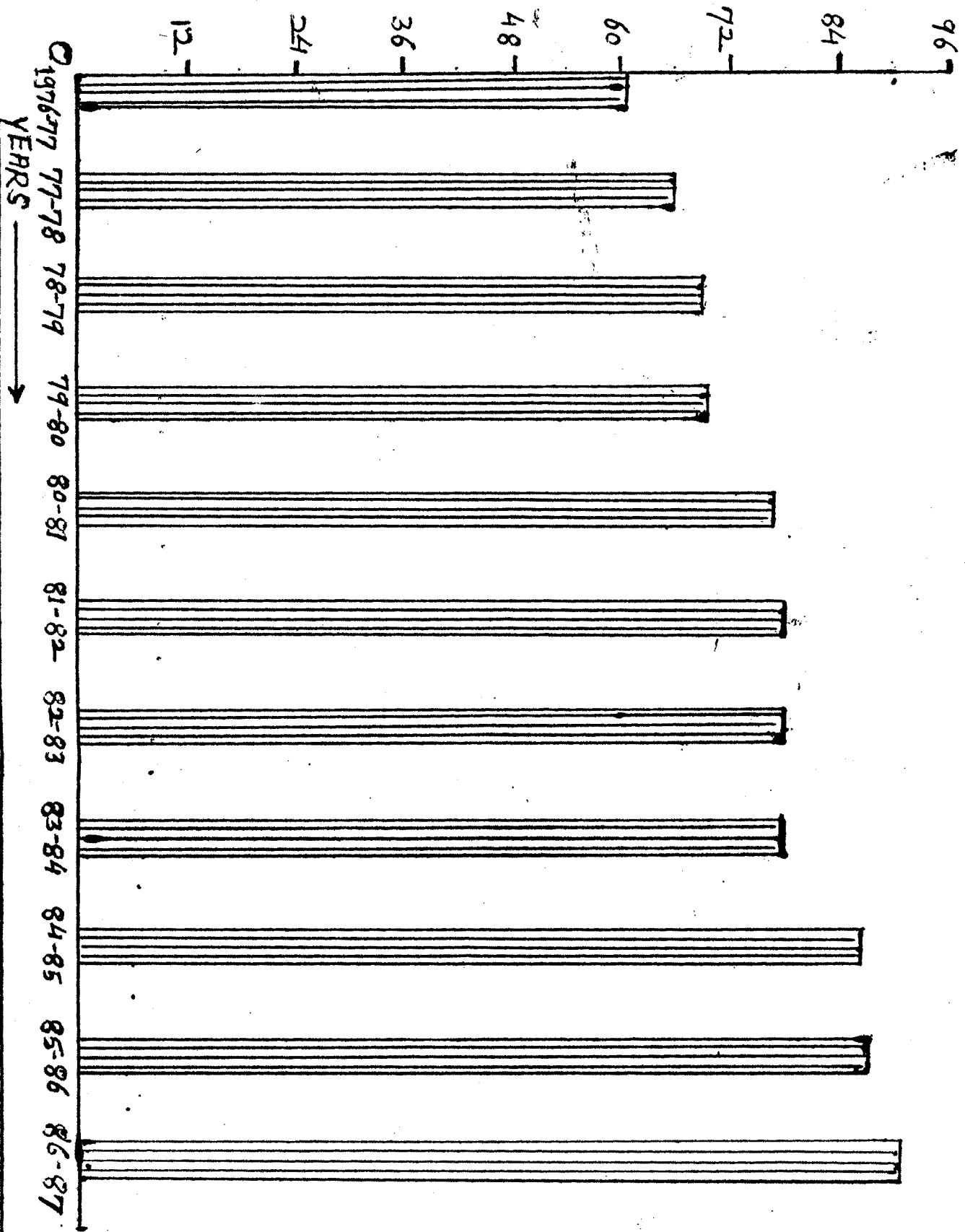
Table No.1.6:

The total number of sugar factories in Maharashtra from 1976-77 to 1986-87.

Sr.No.	Year	Total Number of Sugar Factories
1	1976	61
2	1977	66
3	1978	69
4	1979	70
5	1980	77
6	1981	78
7	1982	78
8	1983	78
9	1984	87
10	1985	88
11	1986	91

Source : Co-operative Sugar - New Delhi - Jan., 1988.

SUGAR FACTORY

YEARS →

1976-77
77-78
78-79
79-80
80-81
81-82
82-83
83-84
84-85
85-86
86-87

0 12 24 36 48 60 72 84 96

1.2

The above table shows that the number of sugar factories in Maharashtra.

Table No.1.7:

The total number of sugar factories in Poona District.

No.	Name of the Sugar Factories
1.	Shree Someshwar Sahakari Sakhar Karkhana Ltd., Someshwarnagar.
2.	The Malegaon Sahakari Sakhar Karkhana Ltd., Malegaon,(Shivnagar).
3.	Chh.Sahakari Sakhar Karkhana Ltd.,Bhawaninagar.
4.	Vighnahar Sahakari Sakhar Karkhana Ltd., Junnar.
5.	Yeshwant Sahakari Sakhar Karkhana Ltd., Theur (Chintamaninagar)
6.	Bhima Sahakari Sakhar Karkhana Ltd.,Patas .
7.	Walchandnagar Sugar Industries Ltd., Walchandnagar.

The present study has been undertaken in the area of shree someshwar sahakari sakhar Karkhana Ltd.,Someshwar - nagar,Taluka Baramati, Dist.Poona.This sugar factory has economic development as well as apportunities of employment in the backward and rural area.

4)   THE ROLE OF THE CO OPERATIVE SUGAR FACTORY :

        Co-operative Sugar industry has been a focal
point of rural development. The co-operative sugar industry
not only provided a good return to the sugarcane growers,
but also provided Multidimensional benefits to the rural
population. It provided job opportunities and encouraged
other small business in the rural area. Co-operative sugar
factories have also played a leading role, in the upliftment
of the socio-economic structure, providing Multi facet
opportunities to the rural population.

        The co-operative sugar factories in the rural areas
provided their know how regarding the development of sugar
cane crop and its better utilisation.

        The shareholders of a co operative sugar factory,
are the sugarcane producers. So they are the owners of the
sugar factory.

        At regular interval these co operative sugar
factories hold their elections and elect their representative
to manage the sugar factory. This elected managing body of
the sugar factory manages it for a fixed period.

        The dividend is distributed amongst all the
Shareholders i.e. the sugarcane producers.

Table No.1.8:

The table of opening stock of sugar,consumption,
production and Export of sugar during the last Eleven Years.

In lakhs tonnes

No.	Season	Opening Stock	Production during the Season	Total Available supply	Total Consumption of sugar	EXPORT
1	1976-77	08.35	48.40	56.75	37.57	3.12
2	1977-78	16.06	64.61	80.67	44.82	2.02
3	1978-79	33.83	58.41	92.24	62.14	8.63
4	1979-80	21.47	38.58	61.85	52.68	2.90
5	1980-81	06.87	51.48	60.50	49.80	0.61
6	1981-82	10.09	84.37	94.46	57.11	3.83
7	1982-83	33.52	82.29	115.81	64.79	4.22
8	1983-84	46.80	59.17	106.61	75.70	7.06
9	1984-85	23.85	61.44	098.18	70.50	0.38
10	1985-86	17.60	70.15	108.76	87.18	0.33
11	1986-87	25.30	85.02	119.85	87.45	0.20

Source : Co-operative Sugar - New Delhi ,
Dec.,1987,
May ,1988.

The table given on page No. 16 shows the open-
-ing stock of sugar, total production during the season
and total available supply and total consumption, and
Export of sugar. In 1978-79 the export was highest as
compared to other seasons and consumption was highest
during the year 1986-87.

TABLE NO. 19 :-

Table of Average capacity tonnes per day, recovery of
sugar per cent, and crushing season days in India.

Sf. No.	Year	Average capacity tonnes per day	Recovery of sugar %	Crushing season days
1	1976-77	1578	9.91	125
2	1977-78	1551	9.59	165
3	1978-79	1562	9.78	140
4	1979-80	1651	9.88	086
5	1980-81	1718	9.98	104
6	1981-82	1721	9.66	173
7	1982-83	1784	9.95	158
8	1983-84	1785	10.02	111
9	1984-85	1830	10.22	106
10	1985-86	1891	10.23	116
11	1986-87	1857	9.98	141

SOURCE :- Co-operative sugar, New Delhi, Feb. 1988

During 1985-86 the average capacity tonnes
per day and recovery of sugar is highest as compared to

other years and crushing days are highest during 1981-82.

TABLE NO. 1.10 :-

Table of the total sugar production and Average crushing season days in Maharashtra.

Sr. No.	Year	Production of sugar in '000' tonnes	Average Crushing season day
1	1976-77	1559	145
2	1977-78	2095	181
3	1978-79	2105	177
4	1979-80	1394	111
5	1980-81	2085	145
6	1981-82	3026	203
7	1982-83	3025	189
8	1983-84	1933	122
9	1984-85	2311	142
10	1985-86	2389	132
11	1986-87	2388	128

SOURCE : Co-operative sugar New Delhi, Jan. 1988

The above table shows that the total sugar production in Maharashtra for Eleven years.

During the year 1981-82 the production of sugar as well as crushing season days was highest as compared to other years.

5)   THE IMPORTANCE OF SUGAR INDUSTRY :

        Agriculture is the back-bone of the Indian economy.
There are various agro-products like sugarcane,cotton,
Jawar, Bajara, Wheat,Rice,Oil seeds and Jute etc. Sugarcane
is the main raw material of the sugar industry. To a start
a sugar factory, large cultivated area of sugarcane is
required the supply of sugarcane should be continous through
out the season.

        Sugar industry provided employment to nearly three
lakhs persons including skilled, semi-skilled and unskilled
workers. There were 3 crores of agriculturist harvesting the
sugarcane in rural areas. Due to sugar industry rural area
develops and generates many small business.

        Government schemes are implemented by the sugar
factories, like levelling the land,providing new seeds and
fertilisers to sugarcane growers, arranging for the credit
facilities as well as plantation of tries. The whole socio-
economical structure changes due to a sugarfactory in the
rural area. This is happening throughout India.

        The sugar industry produces many by products like
alcohol,bagas for paper mills and molasses used for
preparation of plastic and synthetic etc.

        Transportation in the rural area improved and

developed due to sugar industry in the rural area. Also
new roads were constructed , many lift irrigation schemes
were implemented, the rural area was covered under the
rapid electrification programme. So the communication gap
between the urban and rural area was narrowed down with
the help of state transport system. Seasonal work was
provided to the various segments of the rural area.

The main product sugar is exported to earn
valuable foreign exchange, other by-product, is used in
many industries.

SECTION-II
RESEARCH DESIGN

1)   SELECTION OF THE TOPIC

There are 355 sugar factories in India, out of
these, 91 sugar factories are in Maharashtra State. Out of
91 sugar factories 84 sugar factories are in the co-operative
sector and 7 sugar factories in the private sector.

In these sugar factories are hired nearly 60 to 70
percent seasonal workers. In this research work, the attempt
has been made to study the seasonal workers. The employment
of these seasonal workers is terminated every season. The
seasonal worker of a sugar factory is an essential
requirement. Though the conditions in which they work are

not upto the mark and variations are observed in each sugar factory in India.

In this study, a research is presented of the seasonal workers and their problems. As they are hired on, a season of six to seven months basis, their conditions are uncertain.

This research work is done regarding the seasonal workers wage structure, recruitment, training, working conditions, welfare facilities, problem of bonus, provident fund. Also the problems during their unemployment.

2)   TITLE OF THE RESEARCH STUDY -

" A STUDY OF SEASONAL WORKERS WORKING IN SHREE
   SOMESHWAR SAHAKARI SAKHAR KARKHANA LIMITED,
   SOMESHWARNAGAR, TALUKA BARAMATI, DISTRICT POONA. "

3)   MEANING -

In this research work, all the problems of the seasonal workers are putforth covering many angles. Every sugar factory employs 30% of the employees on permanent basis, rest of the workers are employed or hired on seasonal basis. During the off season period, these seasonal workers do not receive any monetory assistance from the factory.

4)   DEFINITION OF THE SEASONAL WORKER -

"Seasonal workers means a worker who is appointed by the Managing Director to do seasonal work mainly and /or for the period necessary for cleaningand overhaoling either before and/or after the season". This definition gives a clear idea about the seasonal worker.

5)   AIM AND OBJECTIVES OF THE STUDY -

Research is aimed to get information about the personal life of seasonal workers.The following are some of the objectives of the study of the seasonal workers.

(a)   To study personal and family background of the seasonal workers.

(b)   To study the wage structure and salary of the seasonal workers.

(c)   To know the working conditions of the Seasonal workers.

(d)   To study the leave facilities and shift system of the seasonal workers.

(e)   To study the welfare facilities provided by the factory to the seasonal workers.

(f)   To know the housing facilities,provident fund,bonus, family pension provided by the factory.

(g)   To study the employment problems of the seasonal workers during the off season.

(h)   To study loan facilities and debts of seasonal
        workers.

(i)   To study the retention Allowance of seasonal workers

(j)   To study the recruitment,training, promotion,
        transfers and social security of the seasonal
        workers.

(k)   To study the workers attitude towards service,
        administration and trade Union.

(1)   To study the workers opinion about the organisation
        in which he works.

6)   COVERAGE AND LOCATION -

        The present study has been undertaken in the area
of shree Someshwar Sahakari Sakhar Karkhana Ltd.,Someshwar-
Nagar, Taluka Baramati,District Poona. This factory is
selected for my research work, because it is situated near
my native place. For this research work 100 seasonal workers
were selected for sample study i.e. 30 % of the total
population of 360 seasonal workers.

7)   METHODS OF DATA COLLECTION -

        To obtain the data different methods were used.

(A)   Direct method : The researcher has used the
                        personal interview method as the
        primary method of the data collection.

(B)   Indirect Method :

(i) Observation Method : This method was also used
by the researcher to get
the additional information.

(ii) Discussion :   Personal discussions with
Labourer and Welfare
Officers, the head time keeper, helped to
collected required data.

(iii) Group Discussion :   This was also found useful
for getting the information
regarding their common views.

(iv) Sampling method :   There are different types
of seasonal workers in the
factory. For proper study of the Universe
stratified random sampling is used. In this
factory there are seventeen departments. Out of
seventeen departments, in nine departments
seasonal workers are working. The researcher
selected samples from every department and these
were interviewed. He has selected 100 seasonal
workers for this sample method. This method of
"random sampling " is very effective,easy and
free from bias.

8) **PROBLEMS IN DATA COLLECTIONS** -

    Most of the seasonal workers are illiterate and unaware of the chages taking place in their surroundings. In the begining they were reluctant to give information. Many of them did not give the information. So the researcher assured them many times, that this information will not be disclosed, but will be used for the purpose of study only.

    The researcher was helped by the worker's representative and labour officer in his work. The researcher's personal interviews with these seasonal workers revealed many aspects of their work. The researcher during his research work visited the factory many times and the staff of the factory was very helpful.

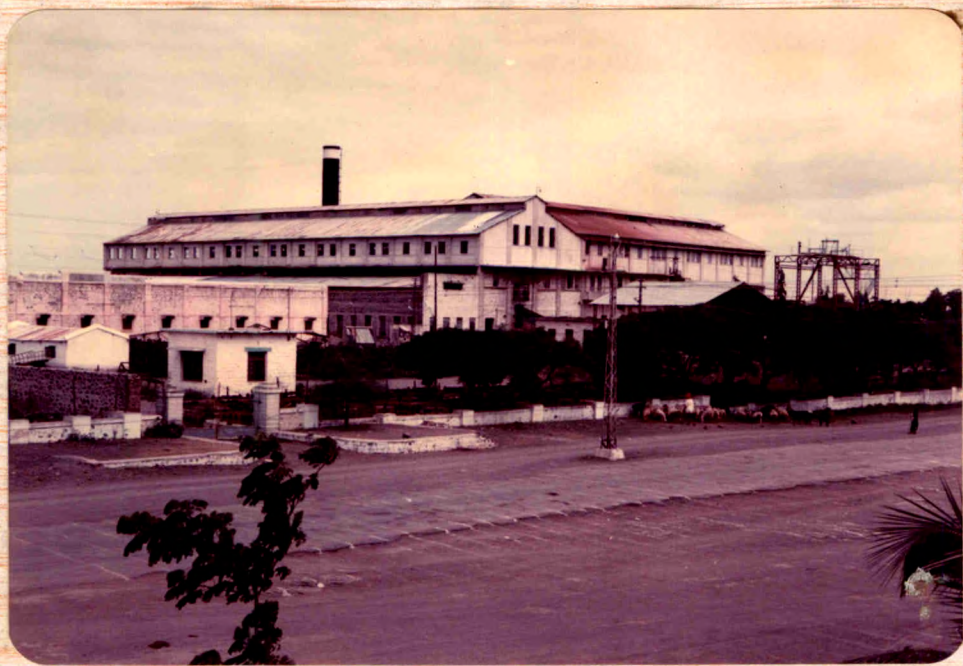9) **ANALYSIS AND INTERPRETATION** -

    The researcher collected the data from the above mentioned factory. Analysed the data, in this process many statistical tables were prepared to interpret the analysis. Then the researcher reached to the final conclusion.

10)   REPORT WRITING -

The research is presented in the following manner.

1.   Introduction and research methodology.

2.   History and development of organisation.

3.   Theoretical background of the study.

4.   Statistical tables and interpretation.

5.   Conclusion and suggestions.
     Observations,

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