

CHAPTER-VCONCLUSIONS, OBSERVATIONS AND
SUGGESTIONSCONCLUSIONS :

The research worker has come to the following conclusions after studying the various aspects of the seasonal workers in Vasantdada Shetkari Sahakari Sakhar Karkhana Ltd., Sangli.

1) PERSONAL DATA -1) Sex -

The research worker has found that there were only male respondents. In this sugar factory most of the work is physical and only men with physical fitness are required as labourers.

2) Religion and Caste -

The total number of the seasonal workers belong to two main castes i.e. Maratha, and Jain but the majority of the seasonal workers i.e. 62% belong to Maratha caste.

3) Age -

It is found from the data that majority of seasonal workers i.e. 40% are from the age group of 21 to 30 years and

40% are from the age group of 31 to 40 years, that means they are young and middle aged group and belong to productive age group.

4) Marital status -

In this factory majority of seasonal workers i.e. 92% are married.

5) Education -

From the data collected, it is found that 19% and 44% seasonal workers are educated upto primary and secondary standards respectively.

6) Period of service -

In this connection the researcher found that a large portion of seasonal workers i.e. 49% have put their service for the period between 6 to 10 years and 13% have put their service for the period between 11 to 15 years.

Thus, researcher can conclude that a large number of seasonal workers in this factory is experienced.

7) Distance from place of work -

Researcher can say that 81% seasonal workers come to factory from 1 to 26 and above km, and only 19% seasonal workers are living at place of work.

The majority of the seasonal workers i.e. 31% are come to the factory from 1 to 5 km. distance.

8) Mode of Conveyance -

The majority of seasonal workers i.e. 48% come to the factory by bicycle.

9) Department -

The majority of seasonal workers are working in Engineering department i.e. 27% and 25% seasonal workers are working in manufacturing department.

10) Salary -

The majority of seasonal workers i.e. 61% get salary between Rs. 1101 to 1200.

II) FAMILY BACKGROUND -

1) Size of family -

It is found that the majority of seasonal workers i.e. 45% have medium size families i.e. with a membership of 6 to 10.

2) Agriculture -

The majority of seasonal workers i.e. 64% have their own land. And 35% seasonal workers hold lands of between 1 to 3 acres.

3) Subsidiary source of income -

It is found that 94% of seasonal workers have no subsidiary source of income.

III) WAGE STRUCTURE -

It is found that all the seasonal workers i.e. 100% are on monthly wages.

IV) WORKING CONDITIONS -

1) It is found that 98% seasonal workers are satisfied with working conditions such as temperature, 99% seasonal workers are satisfied with air-movement, 98% seasonal workers are satisfied with humidity, 95% seasonal workers are satisfied with illumination, 93% seasonal workers are satisfied with sanitation and 94% seasonal workers are satisfied with ventilation.

The majority of seasonal workers are satisfied with the working conditions.

2) Weekly off facilities -

All the seasonal workers in this factory getting weekly off facilities.

3) Leave facilities -

All the seasonal workers in this factory getting leave facilities.

4) Working shifts -

The majority of the seasonal workers i.e. 54% are working in the rotation shifts due to continuous production process of sugar factory.

5) Absenteeism of seasonal workers -

It is found that 79% seasonal workers are not absent without permission.

V) WELFARE FACILITIES :A) Sitting facilities -

It is found that in this factory sitting facilities are provided to 89% seasonal workers.

B) Canteen facilities -

It is found that canteen is run on contract basis and 68% seasonal workers are satisfied with the canteen facilities.

C) Rest room -

All seasonal workers are getting rest-room facilities.

D) Medical facilities -

It is found that the medical facilities are provided according to the factory Act 1948, to all seasonal workers and 80% seasonal workers are satisfied about medical facilities.

E) Recreational facilities -

All the seasonal workers are getting recreational facilities.

F) Educational facilities -

All the seasonal workers are getting educational facilities.

G) Grain shop and concessional rate sugar from factory -

60% seasonal workers are satisfied with grain shop and concessional rate sugar from factory. It is observed that seasonal workers are provided with concessional rate sugar of only 3 kg.

H) Housing facilities -

The majority of seasonal workers i.e. 84% do not get housing facilities.

I) Provident Fund -

It is found that the factory provides provident fund facilities to all its seasonal workers.

J) Bonus facilities -

Every seasonal worker is entitled to get bonus from the factory at the rate of 20% and incentive bonus 12% during the season 1988-89.

VI) TRADE UNION -

In this factory there is only one trade union, all the seasonal workers are satisfied with the function of their trade union.

VII) OFF SEASON -

1. Work during the off season -

The research worker has found that working period of seasonal workers is only 6 to 7 months. The factory discontinues them when the crushing season is over. During the off season 51% seasonal workers work at some other places, 39% seasonal workers work in agriculture and the remaining 10% seasonal workers remain unemployed during the off season.

2. Retention Allowance -

It is found that the rate of retention allowance varies according to the categories of seasonal workers. 61% seasonal workers get retention money at the rate of 11% on monthly salary, 9% seasonal workers get retention allowance at the rate of 25% and 30% seasonal workers get retention allowance at the rate of 50% on monthly salary.

3. Opinion of workers about wages -

The majority of the seasonal workers i.e. 70% are not satisfied with their wages.

4. Indebtness -

A) The majority of seasonal workers i.e. 70% are indebted.

B) It is found, that in this sugar factory a large number of seasonal workers i.e. 60% borrow money from Cooperative Credit Societies and Bank.

OPINION OF SEASONAL WORKERS ABOUT :

VIII) RECRUITMENT -

The majority of seasonal workers i.e. 80% are satisfied with the recruitment system.

IX) PROMOTION -

It is found that in this factory the ratio of promotion is very low. 86% seasonal workers do not get promotion.

X) TRANSFER -

The majority of seasonal workers i.e. 77% are not transferred from one department to another department.

XI) TRAINING FOR SEASONAL WORKERS -

In this factory only 20% seasonal workers getting training facilities.

XII) GENERAL CONCLUSIONS -

1. Opinion of seasonal workers about their service -

It is found that majority of seasonal workers i.e. 96% are satisfied with their service.

2. Opinion about factory administration -

The majority of seasonal workers i.e. 97% are satisfied with the administration of the factory.

3. Opinion regarding problem in service -

The majority of seasonal workers i.e. 98% said that there are no problem in their service.

OBSERVATIONS :

1) As described in the previous chapter housing is the main problem of the seasonal workers. Though the factory has provided housing facilities to some seasonal workers the basic needs of appropriate housing are not fulfilled. As the houses are not provided for all the seasonal workers there is a likelihood of some effect on the efficiency of the workers.

2) Wages -

The seasonal workers are being paid as per the report of the Third Wage Board. The wages are somewhat satisfactory. Since they are away from their native places for work many of them have to spent some money for their own expenditure and as such they seem to be short of funds to meet their family expenditure satisfactorily. Many of the seasonal workers grumbled that the wages earned by them in the factory are not sufficient to meet their family expenditure.

3) Problem of Children Education -

As the head of the family is away from the house for work he cannot take proper care of his children who are taking education at their native places. The seasonal workers cannot bring their children to their factory place for education because there is no guarantee of his continuity in service in the factory for the whole year.

4) Health Problem -

Most of the seasonal workers are engaged in hard physical work in the factory. Moreover, the living conditions of the seasonal workers are not much satisfactory and so some effect on their health is possible. And moreover, they cannot spend much on the medicine within their family budget.

5) Problem of Promotion -

It is observed from the study that the seasonal workers working in the factory have less chances of promotion and getting permanent in the job. Some get promotion but a large number of seasonal workers remain in the same cadre for many years.

6) Breaking up of the family -

Because of the seasonal work the workers cannot bring all the members of their families alongwith them at the factory place. Due to this migration the family is broken up for a period of 6 to 7 months this creates some family tension and family supervision becomes difficult. The family being at a distance the worker is unable to look into the daily routine matters of the household. This further creates loneliness and also the needs of the family cannot be fulfilled at proper times.

7) Retention Allowance -

The retention allowance is a special benefit given to the workers during the off season when they are not employed in the factory. This allowance is given in order to maintain the continuity of attachment of workers to the factory as seasonal workers. But it is observed that it becomes difficult for the seasonal workers to satisfy their family needs during the off season with the retention allowance paid to them.

SUGGESTIONS :

1) The seasonal workers work in the factory only for 6 to 7 months. The factory has provided housing facilities to some seasonal workers but has not provided the same for

the majority of seasonal workers. Under the circumstances the seasonal workers are required to stay at inconvenient places or to require to travel to their native places after the shift at inconvenient times. The factory, therefore, should build houses of one room atleast for the seasonal workers.

2) The factory should introduce some more allied industries such as paper mill or small scale fertiliser industries so that the seasonal workers can be absorbed in the jobs of these allied industries so that they can get some more security in job.

3) Many seasonal workers are working in the factory for more than 10 years or so but still they are not made permanent. The factory should try to give them job on a permanent basis so that they can well settle their life.

4) The factory should try to increased the retention allowance of the seasonal workers, so that it can be bearable to the workers to satisfy their family needs in off season.

5) Some seasonal employed were dissatisfied with the canteen arrangements. It is necessary that some eatables are also made available in the canteen alongwith tea. The factory management must put some restrictions on the canteen

contractor about the quality of the materials and service of the canteen.

6) Factory should provide dresses to seasonal workers who work in the Engineering and Manufacturing department and also the factory should provide warm cloths in winter season to the seasonal workers working in the watch and ward department.