

CHAPTER NO. 3

SOCIAL CHARACTERISTICS OF THE WORKERS

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Ichalkaranji is small and medium size industrial centre when compared with the big cities like Bombay, Pune, Bangalore, Ichalkaranji is mainly dependent on the surrounding rural area for its working area.

The weaveing workers in Ichalkaranji being employees in powerloom industry were members of different social groups in the outside world, therefore the social characteristics of the workers specifically relating to items like age, marital status, caste, mother tongue, education, skill, native place and residence, weakly payments.

3.1 NATIVE PLACE AND RESIDENCE :

I) NATIVE PLACE :

The workers were asked information regarding their native place. The data is being analysed to see how for Ichalkaranji has drawn workers from the surrounding area and also from distant places. The native places of workers were classified as follows :

DISTRIBUTION OF WORKERS ACCORDING TO NATIVE PLACES :

Sr.No.	District	Total
1.	Kolhapur	70
2.	Sangli	6
3.	Sholapur	2
4.	Ratnagiri	2
5.	Karnatak State	20
		<u>100</u>

The data shows that in general it was Kolhapur District from which majority of the workers (70%) had been drawn in weaving activity. Hatkangle, Shirol and Kagal Taluka's had supplied higher proportion of workers. Workers from Gagan Bavada, Gargoti and Shahuwadi Taluka their proportion is less compared to above Taluka in Kolhapur district. Again though the State changes for the workers coming from Karnataka, it is only 6 miles from Ichalkaranji where Karnataka State boundry starts and so their proportion (20%) it is also more, compared to the workers coming from all over Maharashtra. (excluding Kolhapur District)

From the above trend it is clear that the smaller industrial centers generally attracted workers from the surrounding rural areas and it is true for Ichalkaranji also.

II) R E S I D E N C E :

While collecting the data through personal interview it is observed that the majority of the workers who are born in Hatkanagale, Shirol and Kagal Talukas were residing their native places, As the distant is less workers usually cycle to come to weaving centres, Approximate percentage of such workers is round about 30%.

The workers from other Talukas, districts and migrated from Karnataka State were in search of economic opportunities and keeping in view the strong prospects of job this city provides them a new way of life. Such workers are around 70% some of them leave at rental houses and others at slum areas. i.e. Zopadpattis.

3.2 A G E & M A T R I T A L S T A T U S :

The age of an employee has got an important bearing on his attitude towards employment. The sample consisted of workers in the age below 18, 19 to 55 and 56 onwards.

TABLE NO. 3.2 : DISTRIBUTION OF WORKERS ACCORDING TO AGE AND MARITAL STATUS.

AGE GROUP	UNMARRIED	MARRIED	TOTAL
Below 18 Yrs.	6	1	7
19 to 55 Yrs.	20	53	73
56 yrs. & above	-	20	20
	26	74	100

From this table it is clear that in general the proportion of younger workers, 19 to 55 years was more 73% . Compared

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to the age group below and above it. The worker who has not completed his eighteenth year of age they were from very poor families.

From the above table No. 3.2 that the majority of the workers in the powerloom industry in Ichalkaranji were married majority of the workers who were unmarried were in the age group of below 18 and upto 20 years. It is generally round about 21 and above years of age there is a tendency to get married and the data also confirm this general tendency.

3.3 RELIGION AND CASTE :

The workers were distributed over religions as Jain, Muslim, Lingayat, Hindu and Nav Buddh. The Hindus as they were having absolute majority in the sample, were classified in Maratha Harijan, Matang, village artisan and depressed castes.

The castes were crossed with the industries. Majority of the Muslim, Lingayat and Maratha workers were in the textile industry. In general the concentration of workers was from village artisans and other backward castes as more the workers belonged to other castes. The present study shows that the workers in Ichalkaranji came from all castes " Ramaswamy E.A. notes that " almost every intensive study has shown that composition of the workforce is no different from that of the wider population. Members of every religious group and caste are to

be found in roughly the same proposition as in the wider society "1 on the basis of study & observation no Brahmin worker had acceted weaving though work had been accepted by people from all castes.

3.4 MOTHER TONGUE :

The workers in Ichalkaranji were distributed in to three mother tongues as shown in Table 4.2

TABLE NO. 3.3 : DISTRIBUTION OF WORKERS ACCORDING TO THEIR MOTHER TONGUE.

S.No.	Mother Tongue	No. of workers	Percentage
1)	Marathi	90	90
2)	Kannada	6	6
3)	Hindi/Urdu	4	4
TOTAL		Rs. 100	100

The table indicates that an absolute majority of workers had Marathi as their mother tongue. the workers first language in Maharashtra State. The next group was Kannada followed by Muslim. The Muslim workers were having Hindi Or Muslim and the workers from Karnataka were having Kannada mother tongue.

The trend seems to be natural as Ichalkaranji is in Maharashtra absolute majority of Marathi workers due to situated at boarder of Karnatak, Kannada workers had Kannada as their mother tongue.

1. Ramaswamy,E.A. and Uma 'Industry and Labour P.10

3.5 EDUCATION & TECHNICAL TRAINING :

" To the students of Indian labour problems they are familiar theme. The illiteracy and backwardness of the Indian working class, their poverty, lack of urban consciousness and inadequate commitment to industrial life, the constant rural to urban migrations and the attachment of the worker to the village and agricultural plot, loyalties of the workers to the various languages, religions and regional patterns, the difficulty of organising workers under these different cultural patterns in a heterogeneous society and urban congregations, the absence of a strong faith in trade unionism among the workers and their piecemeal attachment only in case of dispute and immediate need are some of the reasons often cited. The experiment of workers' education is in this direction Ford Foundation in 1957 appointed team of experts. The object of the scheme was to create over a period of time despite lack of general education, a well informed constructive and responsible minded labour force capable of organising and running trade unions and sound lines. The scheme comprises three stages of training " ¹

1. A.V. Raman Rao - 'Essay on Indian Labour'
P. 176,177.



" The education of worker is something pragmatic. It has to meet the needs it must not only help him as an individual but also help him to increase his efficiency to participate in union affairs as well as management affairs. Thus the worker needs not mere information. But training to think and arrive at his conclusions on the problems facing him, the industry and society"

Taking in to consideration of this education of this importance of education of worker the education levels were analysed as follows :

TABLE NO. 3.4 : EDUCATIONAL LEVEL :

<u>S.No.</u>	<u>Levels</u>	<u>No. of Workers</u>
1)	Illiterate	21
2)	Primary	20
3)	Secondary	32
4)	S.S.C. and above	27
		----- 100 -----

The proportion of illiterate worker was 1/5 total whereas the portion of secondary level and who were having S.S.C. and above level of education is high compared with the illiterate workers.

As far as educational level is concerned it can be said that the tendency of youths receiving primary and

higher education is to look down upon their hereditary profession for which they are not so well equipped. The natural corollary is that the uneducated along should continue in thier father's profession. Difinite periodical income, opportunity for extra income, supposed rise in status and provision of provident fund are some of the attractions of service, a business that needs no capital.

Census of India, series 12, Maharashtra Paper
1 of 1981 " Provisional population Totals "

The oercentage of literate population in Maharashtra i.e. 47.37%

This percentage is higher in Ichalkaranji i.e. 56.10%.

On the basis of present study shows 79% literate population which is higher than Ichalkaranji literate population (i.e. 56.10%) .

The facilities in the fheld of education after independence have been expanded and are being utilised by younger generation which is also clear from the table of educational level Table 4.3 The wader workers did not have those facilities to elevate their educational status hence they remained illiterate or less educated as compared to younger workers.

In addition to formal education it is appropriate to deal with technical training since it is rather more necessary for any industrial job as compared to formal

education. The technical training is being divided into training in short term courses and training at I.T.I. At present textile workers had low proportion of technical training. In this regards the weaving centre at Ichalkaranji lacked a training scheme systematic training of apprentices will go a long way in enhancing and efficiency of the weavers and consequently their earnings " 1

Even the Regional plan also had emphasized need for technical institution at Ichalkaranji stating that " I.T.I. should be opened at Ichalkaranji. In addition to I.T.I. a school imparting training in textile faculty may be opened at Ichalkaranji by the Maharashtra state powerloom corporation.

The Maharashtra Govt. has accepted in Principal to start four Industrial Training Institutes in Kolhapur District. The attempts are being made in recent days to start a Polytechnic college is proposed to be situated at Tilwani, 3 Mile from Ichalkaranji Engineering Institute for Textile Industry is proposed to conduct Diploma and degree courses in the textile industry by the Institute. The persons having short term course, Diploma and Degree Courses will be available for textile industry.

1. Kulkarni N.K. " An Economic survey of the weaving industry of Ichalkaranji " P. 290.

At the same time weaving workers had no opportunity of technical training. Majority of the weavers were lacked a training school systematic training of apprentices is the way of enhancing the efficiency of of the weavers.

3.6 OCCUPATIONAL MOBILITY IN GENERAL :

The occupation can be defined as " relatively continuous pattern of activities that provide an individual a livelihood and define his her social status " ¹

The most of the workers in powerloom industry were having agricultural background. On the agricultural background they concerned with land cultivator, land labourer or village artisan, Agricultural work is seasonal one and after harvesting period there is no economic opportunities and they join weaving industry. Such trend of shifting from agricultural to non agricultural occupation in the earlier generations of industrial workers has been observed by mark Holmstrom in Bangalore.

The decline of traditional Baluta system and as a result village artisans and other backward castes are accepting industrial work in cities for their

1. Abbasayulu A.B. : " Scheduled Caste Elite " P.79

livelihood and we find that occupational mobility is particularly significant in the present generation for changing their traditional occupation. from agriculture to industry and from same occupation to different occupations.

3.7 RECRUITMENT :

Channel of recruitment :

" Recruitment is the process of searching prospective employees and stimulating them to apply for jobs in organisation. " ¹

From the point of management recruitment of proper personnel is required and tries to get such personnel through different sources there are two types of mechanisms regarding recruitment of labour i) formal mechanism of securing labour through newspaper advertisements and employment exchange and ii) Informal mechanism of securing labour through relatives friends, office staff of personal contract.

Though informal recruitment mechanism is not proper approach as far as Ichalkaranji is concerned small units using informal mechanism.

It had been observed that the recruitment of workers in powerloom industry through relatives, friends through jobbers and contractors particularly in case of

1. Edwin B Aizzo ' Principles of Personnel Management ' P. 133.

weaving process. The notices showing what vacancies exist may be put on boards placed at a central location in the workshop or at the main gate . This help in industry potential candidates to apply for the jobs so notified.

Usually a large number of job-seekers assemble at the gate of the workshop and the weaving owners or the supervisors select the eligible candidates as per their requirement by ~~test~~ testing the job experience.

Powerloom industry in Ichalkaranji has a combination of small, medium and big units, units employing below 10 workers i.e. very small units regulated under the shop Act. and employing 10 to 500 workers are the medium units and above 500 workers i.e. very big units as factories. In the small cities the informal mechanism is being utilised on greater scale as the geographical region is limited. In a town like Ichalkaranji as the size is comparatively small, the workers have less choices for selection of a job and so whatever the friends and relatives communicate to them regarding posts, they accept it.

In general it is observed that weaving workers were less educated had no technical training institution for their skill developing. Work experience that is qualification for their recruitment.

INDUSTRIAL RELATIONS :-

3.8 Industrial relation means the relation exist between workers and workers workers and employer OR between employer & employer.

The importances of good industrial relations and the maintenance of industrial peace for raising the tempo of production has assumed a high significance in recent times. This has resulted in evolving ways and means of entering the area of employer worker amity and co-operation which, to large extent depends on preserving the ' human element ' in their relationship in an industry.

" The workers have also come to realise that they can not always agitate for a greater share in the profits of the industry unless they put forth efficient work, resulting in the improvement of the product, both qualitatively and quantitatively. That alone would entitle them to secure higher standards living and other amenities in the form of social security benefits and reduction in the hours of work " ¹

As regards the importance of social relations it can be said that the industry is a social organisation. because organisations have a collective task. The activities of individual members are combined and co-ordinated so as to perform the task.

1. V.V. Giri ' Labour Problems in Indian Industry ' P. 119.

Formal and informal social relations can be studied by asking the worker about his orientations to others.

3.1 A) WORKER - WORKER RELATIONS :

1) Formal relations :

Relations only for work at the workshop, arising from the performance of one's approved duties.

2) Informal relations :

relations which are ^{friendly}~~friendly~~ and co-operative.

In powerloom industry the workers have developed spontaneously the informal relations with their co-workers as they are remained in close proximity with one another and their need to interact with fellows is being satisfied. Informal relations which do not form a part of their work but it is natural tendency of human being to be in company with others is satisfied. The worker tries to satisfy his needs through job. Apart from the economic needs of the workers he wants good atmosphere at the work place. In this regards apart from the physical conditions at work ~~places~~ the worker need a company of friends in need helpful workers.

B) WORKER - MANAGEMENT RELATIONS :.

The term worker is used here for weavers and term Management used here in the sense of the owner or owners in small powerloom units.

As in the initial stages of recruitment itself when the workers had approached the management, it is naturally expected that they are having further contracts with them. As weaving workshops are small as these units in general are having 5 to 10 workers they had an opportunity to approach the management and the owners of these small units. It shows relative harmony between worker and employer.

The owner in a small unit knows all the workers individually and the Jobber if any performs the role of leader, which workers understand and respond to management is closer to the workers in many ways in such firms and is more likely to be understandable to and accepted by the workers. In short worker-management relations exist at the shop floor level.

3.9 LABOUR HOUSING AND HEALTH :

As a productive member of the society, it is expected that minimum needs of the workers may be fulfilled. Apart from these workers may be from having outside area or proper origin at Ichalkaranji.

In this connection Mukerjee also notes that,
" improved housing is the first step towards an improvement of standards of living behaviour and morale of the Indian Industrial worker " ¹

1. Mukerjee Radhakamal ' The Indian working class'
P. 296.

Housing is one of the basic needs of human beings. The people shift from rural areas to cities in search of employment while getting employment they try to find out shelter. When these workers are unable to pay high rents for accommodation, they turn to the slums for their shelter because this remains the only way out from their earning. It influences the health and efficiency of a worker. As Ichalkaranji is very fast growing industrial centre the workers come for employment and they reside in the rented houses or huts.

The data collected and analysed by Rajendra B. Patil - INDUSTRIAL LABOUR IN ICHALKARANJI Thesis submitted to Shivaji University, as follows :

TABLE NO. 3.5 : DISTRIBUTION OF WORKERS ACCORDING TO AREA OF RESIDENCE & TYPE OF HOUSING

Name of Residence	Owned Houses	Rented Houses	Total
Local - Ichalkaranji	65 (36.31)	114(63.69)	179
Outside- -do-	105 (93.75)	7(6.25)	112
TOTAL	170(58.42)	121 (41.58)	

(Excluding 6 workers residing in hut and 5 workers residing with their relatives)

The data clearly indicates that the proportion of outsiders (93.75%) was higher in owned houses, when compared to the local workers, who were having their own houses. on the other hand the proportion of local workers residing in

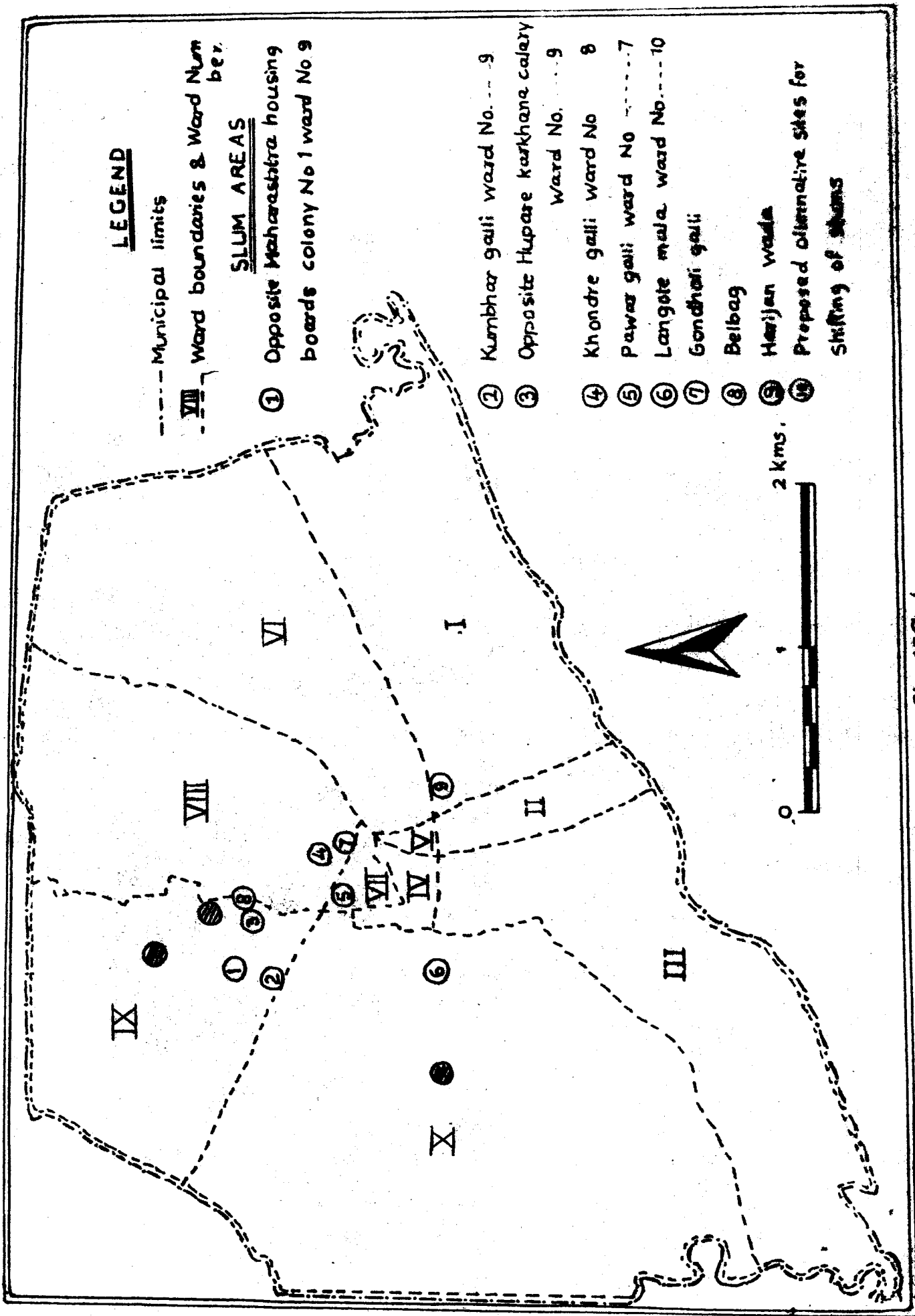


Fig. NO. A

rented houses was higher when compared to the workers having outsiders rented house.

It is therefore evident that the workers coming from outside were having their own houses in their villages and they had not completely migrated to Ichalkaranji.

On the otherhand data analysed on the basis of local workers, it shows the majority of workers were living in rented houses. Local workers were having nuclear families due to migration.

As per the my observation more than 30% weavers usually come from outside villages by cycle or by walk round about 50% weavers living in rented houses and others (20%) living at slum area.

3.9 A) SLUM AREAS IN ICHALKARANJI :

The population of Ichalkaranji after independence has been increased as follows :

1951	-	27,423
1961	-	50,978
1971	-	133,704
1984	-	144,226 (Approx.)

(On the basis of last two decades).

This increasing trend shows that " the great population arrive from rural areas for employment and the

civil facilities are not provided to all of them. In these medium-sized industrial cities the rents for houses go on increasing which leads to slum areas " 1

The weaves having range of monthly salary between Rs. 200 to 350 had no alternative to get the accommodation in slum areas.

The Kolhapur Ichalkaranji Regional planning Board selected nine slums in Ichalkaranji of these nine slums , four were on private land two on Government land two on govt/Private and one on municipal/Private land. The total area under these slums was 13.72 hectors. The total population of 6459 consisting of 1160 families live in these slums , this population was 7.36% of the total population at the town. 718 houses were Kachha and 442 were Pacca.

Again one more socio economic survey was carried out of slum areas by the National Service Scheme and the Department of sociology of Arts Science and commerce College Ichalkaranji on 27th Feb. 1980. The survey was carried out at Bandagarz Mal Namajage Mal, the place of Khanej, Yashwant and Adarsh Zopadapatti. The information was collected from 761 houses from which 3863 persons were interviewed. The data of monthly income shows that out of 761 houses 5.91% were having below Rs. 99, 53.21%

1. Gokhale Sharatchandra ' Labour Welfare ' P. 138.

were having Rs. 100 to 199, 29.30% were having Rs. 200 to 299 and only 11.56 % were having Rs. 300/- and more monthly income. The division on the basis of occupation shows that out of 761 houses 30.74% were engaged in spinning and weacing industries. 9.85% in services, 36.92% were having daily wage base 4.99% were having shall business 9.85% in services, 36.92% were having daily wage base and 17.47% were having other occupations when the question was aksed whether they were willing to go outside the slum areas only 12.35% had indicated that they will shift , and 87.64% were not will to go outside the slum areas.

The above survey of slum in Ichalkaranji indicated that the monthly earning of these persons were very low, 1/3 of them were engaged in spinning and weaving industries and they were not willing to go outside of the slum. Thus as the persons had lower income, they had accommodated themselves in slum areas and do not wish to be uncertain by leaving the present residence.

3.9 B) HEALTH

IMPORTANCE OF HEALTH :

" Health, says the old cliche, is wealth and although the two are far from being synonymous wealth does provide the means to acquire, maintain and restore health which in the individual becomes not only desirable for its possessor but ~~thence~~ through him an invaluable assets for

his family and his country " 1

Importance of good health in nature's scheme for mankind and an universal awareness that it is a pre requisite for a fuller, happier life, the apathy and indifference exhibited towards this vital subject by both the individual and society is simply appalling this attitude being an outcome of ignorance regarding the true and intrinsic value of perfect health, for the fuller connotation and significance of which had neither been thoroughly explained nor understood until very recently.

DEFINITION OF HEALTH :

Definition of HEALTH ' as laid down by the World Health Organisation acquires greater significance. 'Health according to W H O is a state of complete physical, mental and social well - being and not merely absence of disease or infirmity ' Hitherto, the individual who showed no apparent signs of disease was generally considered to be a healthy individual But W H O's definition rejects this widespread misconception by its emphasis on the mental alertness and social well being of the individual, and it is this latter aspect as set out in the W H O definition that has not been effectively touched upon so far to any appreciable extent in developing countries.

Adverse social and economic conditions have a cumulative effect on the individual. Poverty generates anxiety which in its turn can be instrumental in creating an imbalance within the individual besides being responsible also for setting up an imbalance between different individuals. Stability and security are essential to provide social assurance. Opportunities for employment being greater in cities and towns, People living in villages seem to migrate there in large numbers. The problem of urbanisation is already acute in large cities. as an evidence we have the ever increasing slum areas that add to the manifold problems of the urban authorities, including that of health. The large scale migration to cities and towns weaken the villages and intensify the existing problems of urban areas. Slums in the urban areas possess a formidable problem. Housing units are fewer and they are most unhygienic.

TABLE NO. 3.6 :

STATEMENT SHOWING THE CLASSIFICATION OF WORKERS ACCORDING TO DISEASE BAD HABITS & STABILITY.

DISEASE		BAD HABITS		STABILITY	
Suffering	Not Suffering	Victims	Not Victims	Stable	Un - Stable
40%	60%	76%	24%	70%	30%

Above table asserted from the data collected through questionnaire. From the above statistics it is

clear that out of 100 workers 40 workers were suffering by major or minor disease a sucking the shuttle further insertion exposes a weaver to cotton dust. It may causes a disease known as Bysinosis or brown lungs which causes incapacity or even death. Many of them were suffering by chest diseases such as Tuberculosis, Asthma diseases of the respiratory organs etc.

It is observed that the 76% work found victims to bad habits like drinking wine, smoking, tobacco chewing and gambling games.

It was found that more than 70% percent worker were stable in city but they were living in slums. Where many inconveniences were found.

Day to day increasing pollution of other industries, Bad habits and worse living conditions were the causes of unhealthy atmosphere.

Inadequate wages the only cause of their low standard of living. There was no provision for free medical aids education to their children, Unstable nature of service and dark future . Ultimately in such frustration stage they were no bother for their health. After all it is true that circumstances makes personality. Factory's health depends upon workers health and vice versa.