

CHAPTER - VI

ANALYSIS AND INTERPRETATION

OF

DATA

ANALYSIS AND INTERPRETATION OF COLLECTED DATA

6.1: IMPORTANCE OF STATISTICAL REPRESENTATION :

In the modern World statistical method is of universal applicability. Now a days the statistical methods and data are being found increasingly useful in the social research in different fields. So statistical representation is an important aspect of social research.

CHAPTER VI consists of Analysis and Interpretation of Statistical Data, Representation of Statistical Data give clear-cut picture of the primary data. The adoption of representation makes easy to understand the data and also simple to follow. Therefore, social Researcher, this Statistical data clearly related with human being for his day to day life practically. All human activities can be explained by statistical method. It is essential to understand and know the importance of the representation.

Statistical representation is not an old method. It has its origin in recent past. Firstly it was used in the sciences like, Biology and also in Astrology. But slowly the social scientists began to use this method in social sciences. Statistical method is being increasingly used in the study of purely social phenomena, and thus, attempts are being made to provide quantitative measurements to them.

The modern Statistical Methods and Statistical Data are being found increasingly useful in Research in the field of Industry and Commerce. Statisticians carry out different types of researches with the help of collected statistical and numerical data in a systematic manner. This numerical data in a systematic manner can be analysed in a scientific way. Statistics is not means to prove anything, it is merely a way to analyse the phenomena in a scientific fashion.

Therefore, The Researcher has to make every attempt to present the data with the help of the Statistical Methods.

6.2: REPRESENTATION OF COLLECTED DATA:

According to my view in mind, I have presented the Statistical Tables. The following tables represent the informations regarding a study of "Facilities of Well-being for Labourers in Shetkari Sahekari Sakhar Karkhana Ltd., Sangli".

The following tables are connected to the Personal Data of the workers such as Age, Family, Education, Background, Mode of conveyance, Statutory and Non-Statutory Welfare Facilities provided in the factory. In addition to this with the help of these Tables, attempts have been made to understand the opinions of the workers about the Welfare Facilities and Other Activities existed in the organisation.

6.3 : STATISTICAL TABLE AND INTERPRETATION :TABLE NO. 1

A Table showing the distribution of workers according to their Age in Years.

Age in Years	No. of workers.
18 - 28	32
28 - 38	64
38 - 48	72
48 - 58	32
Total	200

A) This Table indicates that -

- i) 16% workers belongs to age group 18 to 28 years.
- ii) 32% workers belong to the age group 28 to 38 years.
- iii) 36% workers belong to age group to 38 to 48 years.
- iv) 16% workers belong to the age group 48 to 58 years.

B) From this table we can say that -

- 1) Majority of the workers that is 68% workers beong to the age group 28 to 48 years. What this means is factory was recruited only young, efficient and active workers.
- 2) Very less number of workers i.e. 16% workers are of age group 18 to 28 years. This shows that the workers of these age group could not complete their apprenticeship training etc.

- 3) Only 16% workers are belonging to the age group 48 to 58, it means the old and exhausted people are unfit for hardwork. Such type of workers are not there in the large quantity.

TABLE NO. 2

A Table showing the Civil Conditions of workers and conditions of Marital Status and types of their family whether Joint or Unitary.

Civil Condition	Types of Family		Total
	Joint	Unitary	
Married	76	106	182
Unmarried	14	4	18
TOTAL ..	90	110	200

This table shows that -

The Unitary families are more as per my samples. There were 53% unitary families and only 47% joint families. 91% married people coming from joint families and 9% unmarried workers belonging to unitary families.

From this table we can conclude that -

Types of family does not have any influence on their civil conditions majority of the workers i.e. 55% and out of these also majority of workers married and belong to unitary families. Maximum unmarried workers are belonging to joint families. Marriages of eligible workers were neglected in the joint families.

TABLE NO. 3

Table showing the distribution of workers according to their Places of Residence.

Place of Residence	No. of workers
Migrated	180
Native	20
Total ...	200

This table indicates that -

- A) 90% workers are migrated.
- B) 10% workers are native.

From this classification we can say that -

Majority of the workers are migrated from the villages, it means that they are coming from near by villages of the factory. In spite of factory's policy of "Providing Housing Facilities", most of them prefer remain with their old housing type. Only 10% workers are appointed by the factory which are native.

TABLE NO. 4

Table showing the distribution of workers according to distance between factory to residence.

Distance in Miles Factory to Residence	Workers
0 - 1	128
2 - 4	42
5 and above	30
TOTAL ...	200

The above classification shows that -

- 1) 64% workers residing in the area of the factory within one miles of distance.
- 2) 21% workers are residing 2 to 4 miles of distance from the factory.
- 3) Only 15% of workers came from far villages.

From this table we can conclude that -

- 1) Majority of the workers they are migrated and living in the factory area within one mile, from the factory. 85% workers are residing within 4 miles. It means majority of workers are from the nearest villages of the factory and the town itself in which the factory is situated. This again indicates that the factory has given preference in a recruitment to the people from local area and its nearest villages.

- 2) There are only 15% workers from the distance more than 10 to 15 miles. This means that for the sake of recruitment of highly skilled workers the factory had to recruit persons from large distance although they are very few in number.

TABLE NO. 5

Table showing the distribution of workers according to their Mode of Conveyance.

Means of Conveyance	No. of workers
On Foot	56
By Bicycle	110
By Motor Cycle	10
By Bus	24
Total	200

From this table we can point out that -

- 1) 28% workers of the factory use to come to the factory on foot i.e. walking.
- 2) 55% workers of Shetkari Sahakari Sakhar Karkhana prefer bicycle as their mode of conveyance.
- 3) 5% of workers use to come by motor-cycle.
- 4) 12% of workers use to come by S.T. bus or City bus and train.

From the above classification it is clear that -

- 1) Majority of the workers of this factory i.e. 55% workers prefer bicycle as their mode of conveyance.

- 2) Many workers of the factory use to come on foot because they have been living in the factory premises and majority of them are living in the quarters provided by the factory. These workers are not required to spend their money on conveyance. Some such workers live in the suburb around the factory such as Panchsheelnagar, Yashwant Nagar, Madhavnagar and Chintamani Nagar etc.
- 3) 12% workers they use to come by bus from distant villages and very few i.e. 5% workers they come by motor cycle from their villages only 1 or 2% workers they use to come by train.

TABLE NO. 6

A Table showing the distribution of workers according to their Residential Places.

Residence	No. of workers.
1) Staying at the Factory Housing Colony	80
2) Staying at other places	120
Total ...	200

From above table we can find that -

- 1) 40% of workers have provided quarters by the factory.
- 2) 60% of workers have not provided housing facilities.

From this classification we conclude that -

- 1) There are 40% of workers they live in the Housing Facilities provided by the factory. They are given good established colonies.
- 2) But a greater number of workers i.e. 60% of workers are not provided with house accommodation. They must have to live on their own costs outside the factory premises. This indicates all migrated workers are not provided with housing facilities. Although the factory has given preference to the local people in the recruitment. Many workers are badly in need of house accommodation.

TABLE NO. 7

A Table showing the distribution of workers according to their Educational Qualification.

Education	No. of workers
Illiterate	12
Primary	44
Secondary	70
Higher	24
Technical	50
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Total ...	200

This table indicates that -

- 1) Only 6% workers are illiterate.
- 2) 22% workers are Primary Educated.
- 3) 35% of workers have obtained the Secondary education.
- 4) Only 12% workers have got the Higher Education.
- 5) 25% workers have completed their Technical Education.

From this Table we can conclude that -

The majority of the workers recruited had secondary education and many workers have obtained primary education 12% of workers have got the higher education. This number is also considerable. More than this 25% means a greater number of workers have completed their specialised technical courses or diplomas.

It means that factory has given more preference to secondary and technical education i.e. 60% are having secondary and technical education and 22% native workers have primary education and they are given preference. Majority of the workers found in Mechanical and Manufacturing departments, have completed their Technical Education.

TABLE NO. 8

A Table showing the relation between age and education responded.

Age	Education					Total
	Illiterate	Primary	Secondary	Higher	Technical	
18 - 28	-	4	14	8	6	32
28 - 38	2	20	22	8	12	64
38 - 48	4	13	25	5	25	72
48 - 58	6	7	9	3	7	32
Total ..	12	44	70	24	50	200

This table indicates that -

- 1) In the age group of 18 to 27 years -
 - a) There are no illiterate persons.
 - b) 2% of workers have obtained Primary Education.
 - c) 7% of workers have obtained Secondary Education.
 - d) 4% of workers are highly educated.
 - e) 3% of workers have obtained Technical Course and Diplomas.
- 2) In the Age group of 28 to 37 years -
 - a) 1% workers are illiterate.
 - b) 10% of workers had Primary Education.
 - c) 11% of workers have obtained Secondary Education.
 - d) 4% of workers had completed their Higher Education.
 - e) 6% of workers had completed their Specialised Technical Courses and Diplomas.

- 3) In the age group of 38 to 47 years -
 - a) 2% of workers are illiterate.
 - b) 7% of workers had Primary Education.
 - c) 13% of workers have obtained Secondary Education.
 - d) 3% of workers have obtained Higher Education.
 - e) 13% of workers have obtained Technical Education.

- 4) In the age group of 48 to 58 years -
 - a) 3% workers are illiterate.
 - b) 4% of workers have completed their Primary Education.
 - c) 5% of workers have obtained Secondary Education.
 - d) Only 2% of workers have obtained Higher Education.
 - e) 4% of workers are having Technical Education.

From this table we can conclude that -

- 1) Majority of workers recruited had primary and secondary education i.e. 57%.a
- 2) Only 6% of workers are illiterate.
- 3) 25% of workers have completed their specialised Technical Courses and Diplomas.
- 4) Only 12% of workers who have completed their Higher Education.

All this means that factory has given preference to primary and secondary education. There is much scope for technically skilled persons, because 25% workers have completed technical courses and are highly skilled workers of the well organised factory. A very few number of workers mostly working in the Office Staff have obtained Higher Educational Qualifications such as M.A., B.Com., M.Sc., M.B.A., M.S.W. etc.....

This may be because of the fact that the management might be felt that educated workers may work with proper understanding.

TABLE NO. 9

A Table showing that the classification of workers according to experience in the factory.

Length of Service	No. of Workers
0 - 5	28
6 - 10	36
11 - 15	40
16 - 20	32
21 and above	64
Total ...	200

From this table we understand that -

- 1) 14% of workers having length of service upto 5 years.
- 2) 18% of workers have experience in between 6 to 10 years.
- 3) 20% of workers have experience in between 11 to 15 years.
- 4) 32% of workers have experience more than 20 years.

From this, we observed that -

- 1) Majority of the workers in this factory are working more than 20 years that means they are working in the factory from the opening of it.
- 2) 36% of the workers are working in the factory since last more than 10 years. This number of workers is not negligible.

This indicates that most of the workers are well experienced and highly skilled. They remained in the same factory for a long period as they are satisfied with their work, wages and facilities so also it show that they are quite assimilated with the factory and they like the factory very much.

TABLE NO. 10

A Table showing the classification of relation between length of service and age.

Length of Service	Age Group				Total
	18 - 28	28-38	38-48	48-58	
0 - 5	20	8	-	-	28
6 - 10	12	18	6	-	36
11 - 15	-	20	16	4	40
16 - 20	-	18	10	4	32
20 and above	-	-	40	24	64
TOTAL..	32	64	72	32	200

From this table we understand that -

- 1) 10% of workers belongs to the age group of 18 to 28 year.
4% of workers belongs to 28 to 38 years age group and they have a experience between 0 to 5 years.
- 2) 6% of workers belongs to 18 to 28 years age group.
9% of workers belongs to 28 to 38 age group.
3% of workers belongs to 38 to 48 age group. And they experience between 6 to 10 years.

- 3) 10% of workers belongs to 28 to 38 age group. 8% of workers belongs to 38 to 48 age group and 2% of workers belongs to 48 to 58 age group. They have experience between 11 to 15 years.
- 4) 9% of workers belongs to 28 to 38 age group. 5% of workers **belongs** to 38 to 48 age group and 2% of workers belongs to 48 to 58 age group and they have 16 to 20 years experience.
- 5) 20% of workers belongs to 38 to 48 age group. 12% of workers belongs to 48 to 58 age group. They are having experience more than 20 years.

Above table shows that the young persons belonging to age group upto 38 years have experience less than 15 years. And very few of them having experience upto 18 years.

Older persons who are having age more than 38 to 48 have experience than 15 years. It is clear that 48% of workers are having experience more than 15 years.

There are 32% of workers they have experience more than 20 years, it means that they are working in the factory from its opening. It is natural that young workers have less experience and older workers have more experience.

TABLE NO. 11

A Table showing distribution of workers according to their opinions regarding Medical Facilities.

Opinions of the Workers	Np. of Workers
1) Satisfied with Medical Facilities	130
2) Unsatisfied with Medical Facilities	70
TOTAL ...	200

The above table indicates that to the question asked regarding the sufficient medical facilities by the factory given are not. 65% workers answered positively and 35% of workers answered negatively.

Therefore, it is clear that the Medical Facilities given by the factory are not bad. They have provided facilities at concessional rates but there are 35% of workers they are not satisfied with medical facilities given to them. 35% of workers shades light on the improper implementation of the medical facilities, they may be belonging to economically weaker section.

TABLE NO. 12

A Table showing the distribution of workers according to their opinions regarding good drinking water facility.

Responses (Opinions)	No. of workers
Yes	176
No	24
TOTAL...	200

The above table clears that 88% of workers of this factory have good opinion regarding drinking water and 12% of workers means very few of workers could not have good drinking water.

From this table we can conclude that -

Majority of the workers have good drinking water in the factory during the working hours. Very few means 12% of them possibly could not go where good water is provided in the factory premises.

TABLE NO. 13

A Table showing distribution of workers according to their opinion about the arrangements of sitting and rest rooms.

Opinions	No. of workers
1) Yes	30
2) No	170
TOTAL...	200

The above table shows that only 15% of workers remarked 'good' about the rest room facility provided by the factory, and 85% of workers responded negatively about the rest room facility.

From the above opinions we come to know that rest room facility is not satisfactory. The space provided for rest room must be small, it is not liked by over whelming majority.

TABLE NO. 14

A Table showing the classification regarding the facilities provided during the rest period in the factory.

Responses (Facilities)	No. of Workers
1) Periodicals	6
2) News Papers	44
3) Radio	-
4) Magazines	10
5) Not any	140
TOTAL ...	200

The above table shows that only 3% of workers can get periodicals. 22% of workers have expressed their opinion about news paper positively. None of them is acquainted with radio. 5% of workers can read magazines and 70% of workers could not get any facilities during rest period.

From above data we can say that majority of the workers are lacked with facilities during the rest periods. 70% of workers said that there is only one reading room but it is far from our work place.

TABLE NO. 15

A Table showing the distribution of workers according to their opinions on Lavatory and Urinal Facilities.

Responses	No. of workers
Good	130
Bad	70

This table shows that 65% of workers are of the opinion that the lavatory and urinal are good and only 35% of workers say that they are bad.

From these opinions, we can conclude that most of the lavatory and urinal are good in the factory but they are less in number, so the others could say, they are bad.

TABLE NO. 16

A Table showing the distribution of workers opinion according to spitoons facility in the factory.

Responses	No. of workers
Yes	30
No	170
TOTAL	200

This table shows that the spitoons facility is provided to only 15% of workers and 85% of workers are not having these facility.

It is clear from this table that in this factory a sufficient number of spitoons are not provided and those provided are maintained in a clean and hygienic conditions but very less in number.

TABLE NO. 17

A Table showing distribution of workers according to their opinions regarding cleanliness maintained in Canteen.

Opinions of the Workers	No. of workers
Yes	80
No	120
TOTAL ...	200

Above table shows that -
 About 40% of workers have given positive answer to the cleanliness maintained in the factory canteen, on the other hand 61% of workers have given negative answer. Having these opinions we can say that -

Generally the canteen is not kept clean. This may be due to the negligence of Contractor and Canteen Committee likewise because of large strength of workers and many outsiders are equally welcomed in the factory canteen. It may be very difficult to maintain clean because of above possible reasons.

TABLE NO. 18

A Table showing the distribution of the workers according to their opinion about taking meal in the canteen, if provided subsidised rate.

Opinion (Responses)	No. of workers
1) Yes i.e. Willing to take Meal	80
2) No. i.e. Unwilling to take Meal	40
3) Not essential	80
TOTAL ...	200

The above table points out that -

- 1) 40% of workers are willing to take meal from Canteen if it is provided at subsidised rate.
- 2) 20% of workers are not willing to take meal from Canteen if it is provided.
- 3) 40% of workers say that meal taking from canteen is not essential to them, because they are living with their families in the vicinity of the factory and also near the factory.

From this table we can conclude that -

- 1) Many workers of Shetkari Sahakari Sakhar Karkhana are willing to take meal from the canteen, if it is provided at the subsidised rate by the canteen.

- 2) Very few i.e. 20% of workers are unwilling to take meal perhaps they are of opinion that canteen would not provide good meal.
- 3) Many workers of the factory need not meal at subsidised rate, because they are living in the vicinity of the factory.

TABLE NO. 19

A table showing the distribution of the workers according to their answers about the safety training's aid in reducing the number of accidents.

Responses	No. of workers
Yes	140
No	54
Not applicable	6
TOTAL ...	200

This table tells that -

- 1) 70% of workers answer that a safety training is helpful to reduce the number of accidents.
- 2) But 27% i.e. less number of workers feel that safety training is not aiding in reducing the number of accidents.
- 3) Only 3% of workers can say that this training is not essential so it is not applicable to workers.

With the help of above data we can say that -

Majority of workers say that safety training is helpful in reducing the number of accidents it is a important activity on the part of workers. They may be taking full advantage of that training perhaps they are the sincere and regular workers and not committed any accident.

TABLE NO. 20

A Table shows that the distribution of workers according to the causes of accident in factory.

Reason of Accident	No. of workers
1) Workers carelessness	104
2) Lack of Safety Instruments	10
3) Lack of Knowledge	10
4) Under or Over Confidence	24
5) Psychological Tensions	46
6) Family Disturbance	6
TOTAL ...	200

The above table tells that -

- 1) 52% of workers of the factory answered that accidents are committed because of workers carelessness.
- 2) 5% of workers say that accidents took place because of lack of safety instruments.
- 3) 5% of workers say that accidents took place because of

lack of proper knowledge.

- 4) 12% of workers say that accidents are committed by the workers because of their under or over confidence.
- 5) 23% of workers say that accidents are committed by the workers because of psychological tensions.
- 6) 3% of workers say that accidents are committed by the workers because of family disturbances.

Perhaps the accident in the factory are mainly occurred because of the workers carelessness. This is the chief reason of the accidents.

The second number is given to psychological tension and family disturbances by the workers. Many accidents taking place in the factory due to workers over or under confidence regarding the machinery.

Hence the chief reasons of the accidents are as follows:-

Workers Carelessness.

Psychological Tension.

Over-Under Confidence and

Family Disturbances.

Because of the their poor economica conditions.

TABLE NO. 21

A Table showing the distribution of workers according to the Housing Facilities provided in the factory.

Responses	No. of workers
Yes	56
No	144
TOTAL ...	200

Above table shows that 28% of workers are given house accommodation in the factory and 72% of the workers of this factory has given a unfavourable answers to the housing facilities.

We can say from this table that factory has provided housing facilities only to 28% of workers. It is observed from the workers that 72% of workers are not given house accommodation. Out of these 72% of workers 35% are ready to accept the house accommodation if provided by the factory at concessional rate. But 37% of workers coming from near by villages of the factory, So they are not in a need of house accommodation from the factory.

TABLE NO. 22

A Table showing the distribution of the workers according to the opinion regarding toilets and clean up facilities provided in the quarters.

Responses	No. of workers
Yes	52
No	4
Not applicable	144
TOTAL ,..	200

This table indicates that -

- 1) Majority of the workers, round about all workers are satisfied with the toilets and clean-up facilities provided in the quarters of the workers.
- ii) Negligible number of workers i.e. only 2% of workers are not satisfied with the same facilities.
- iii) 72% of workers are not provided the house accommodation. Therefore it is not applicable to them.

From the above informations we can conclude that near about all workers, who are provided with house accommodation by the factory are satisfied with toilet and clean-up facilities in the quarters, possibly there may be these facilities good, but not fair.

TABLE NO. 23

A Table showing the distribution of the workers according to their satisfaction with the housing facilities provided by the factory.

Satisfaction with the Housing Facilities.	No. of workers
Yes	52
No	4
TOTAL ...	56

This table shows that -

- 1) 26% of workers are satisfied with the housing facilities provided by the factory.
- 2) Only 2% of the workers are not satisfied with the Housing Facilities provided by the factory.

From the above data we can conclude that -

Totally 28% of workers are provide house accommodation, out of them only 2% of workers i.e. very few workers are not satisfied. So we can say generally all workers are satisfied, i.e. facilities provided by this factory are good. Besides 72% of workers are not provided house accommodation so this table is not applicable to them.

TABLE NO. 24

A Table showing the distribution of workers according to their wages.

Wages (In Rs.)	No. of workers
200 - 400	18
400 - 600	70
600 - 800	96
800 and above	16
TOTAL ...	200

This table shows that -

- 1) 9% of workers of this factory taking the wages between 200 to 400.
- 2) 35% of workers taking wages between 400 to 600.
- 3) 48% of workers of this factory taking the wages between 600 to 800.
- 4) And 8% of the workers of this factory taking wages more than 800.

It is clear from above table that majority of the workers i.e. 48% of workers getting a salary between 600 to 800 and very few i.e. 9% of workers they are working with the salary between 200 to 400 Rupees and on the other hand remaining few are getting more than 800 Rupees as salary. It means that maximum workers are earning wages in between 400 to 800 rupees

but I, the Researcher had tried to understand their opinions towards wage satisfaction and it is observed that they are not satisfied with the wages.

TABLE NO. 25

A Table showing the distribution of workers according to their opinion about supply of Uniforms to them.

Opinion on or about supply of Uniform	No. of workers
Yes	62
No	130
Not response	8
TOTAL ...	200

This table shows that -

- 1) 31% of workers have supplied with uniforms by the factory.
- 2) 65% of workers are not supplied with Uniforms.
- 3) 4% of the workers have no response.

From this table it is found that factory has followed the policy of supplying uniforms to only those persons, where the nature of work involves spoilly of cloth for damage to clothes.

TABLE NO. 26

A Table showing the distribution of workers according to the taking benefits of Co-operative Society.

Items	No. of workers
1) Member of Co-operative Society	162
2) Not member of Co-operative Society	38
TOTAL ...	200

This table shows that -

- 1) 81% of employees are member of the Co-operative Society.
- ii) Only 19% of them are not taking benefits of the Co-operative Society.

From the above data we come to know that 81% of workers are the members of the Co-operative society. It clearly means that majority of workers are members of the society and they are taking the **benefits** of the society like, Loan Facilities, food material at subsidised rate and so on .

TABLE NO. 27

A Table showing the distribution of workers according to taking avail of loan facilities provided by the Co-operative Society.

Responses (Debt)	No. of Workers
Yes	96
No	66
Not applicable	38
TOTAL ...	200

This table shows that -

- 1) 48% of workers are in debt i.e. they have taken loan from the Co-operative Society.
- 2) 33% of workers have not taken loans from the Co-operative Society, ~~so they have no debt.~~
- 3) 19% of workers are not the members of Co-operative Society, hence this table is not applicable to them.

From this table we can conclude that -

The economic conditions of the majority of the workers is not bad, but 48% of them are in debt and remaining are perhaps satisfactory possibly because of high prices of commodities these wages can not satisfied their needs.

TABLE NO. 28

A Table showing the workers opinion about the Trade Union.

Opinion	No. of workers
Good	178
Bad	16
No Response	6
TOTAL ...	200

This table shows that -

- i) 89% of workers are member of Trade Unions and they are satisfied.
- ii) 8% of workers are members of Trade Union and are not satisfied with Trade Union working.
- iii) Remaining 3% of them are not the member of the Trade Union.

From the above table we can conclude that -

Majority of the workers i.e. 89% of workers are satisfied with trade union working and committee and very few i.e. 8% of ~~members~~ are not satisfied with Trade Union working i.e. majority of the workers are satisfied. All these means that the Trade Unions are working efficiently.

TABLE NO. 29

A Table showing the distribution of the workers according to suggestions given regarding the welfare programmes.

Responses	No. of workers
Yes	144
No	56
TOTAL ...	200

The above table points out that -

- 1) 28% of workers answered that they are not satisfied with welfare programmes and facilities provided by the factory.
- 2) 72% of workers are satisfied with welfare facilities given by the factory for the labourers.

From the above information we can conclude that -

Maximum workers i.e. 72% are satisfied with these facilities. Remaining 28% of workers are not satisfied with the facilities provided by the factory where as some of the workers are not in good position, some are not till provided facilities like -

- i) Spitoons, lavatories, and urinals, quarters etc. are less in numbers.
- ii) Rest rooms, toilets and Tea in canteen such facilities are not in a good position.

iii) Suggestion boxes, first aid boxes at every department, market for vegetables, water taps etc. such facilities are essential but still not provided.
