
CHAPTER - V

CONCLUSIONS, OBSERVATIONS & SUGGESTIONS

INTRODUCTION :

Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., Walwa is doing its best to improve the working conditions of its employees. I have taken the personal interview of nearly 65 workers belonging to different departments of the factory. The workers were very much co-operative in giving the answers concerned with my questions regarding the labour welfare facilities. It is observed that the workers are satisfied with the facilities provided by factory.

The findings and conclusions of the study are as mentioned below.

- 1] The majority of the workers were coming in factory on foot and by bicycle. The factory has not provided adequate conveyance facilities to the workers.
- 2] The size of the family of the workers was large there were 5 to 10 members in their family.
- 3] It is observed that only 1 to 3 were earning members in their family.
- 4] The factory has not appointed female workers in any one of its departments.
- 5] Regarding the length of service, it is observed that most of the workers have served below 5 years.
- 6] Official time is 8-00 a.m. to 5 p.m. This would decrease their efficiency.
- 7] Majority of the workers were unsatisfied with welfare centre facilities because

these facilities were inadequate.

- 8] Most of the workers were unsatisfied with Adult Education Programme.
- 9] There was no trade union or any other employees union exists in the sugar factory.
- 10] Workers were not guided properly in case of Family Planning Programme.
- 11] It is observed that most of the workers have borrowed Loan on mediam and long term bases and hense these workers had not sound financial position or back ground.
- 12] It found that the factory gave financial aid to the workers from its own co-operative society, consequently the co-operative consumers society is not established yet but there is such a proposal and planed for the co-operative consumers society.
- 13] It was seen that while recruiting the workers, the factory has got recruited workers from its field work only.
- 14] It was observed that the factory has not arranged. So far any tour or visit of its workers to any other factory for the purpose of study.
- 15] It was seen that the factory has celebrated festivals like martyr's day, birth anniversaries of Mahatma Gandhi, A great revolutionary - Nana Patil. etc.
- 16] It was found that the factory is taking proper care about the clean liness of the latrins, Urinals and bathrooms. Most of the workers were satisfied with its maintainance and up keep.

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- 17] The factory has implemented providend fund scheme, Gratuity Scheme, Leave facility according to the factory rule but workers were not guided properly in case of Pension scheme.

SUGGESTIONS :

With respect to the observations done by me. I wish to suggest the following things :

Which, I think are of utmost important for the purpose of welfare of the employees working in the Hutatma Kisan Ahir Sahakari Sakhar Karkhana Ltd., Walwa.

- 1] Regarding family planning programme the factory should create the necessary awareness among its workers and should make them aware of its importance for the better members of familial and social life of the workers.
- 2] The factory workers were coming by bicycle, so they face many difficulties. It is suggested that travelling facilities (i.e.Factory Bus) be made available to the workers. So that the efficiency of the worker will difinitely get increased and it will ultimately affect in favorable manner on production also.
- 3] Adult Education Programme is a social responsibility of the factory. It is suggested that adult education programme be organised and implemented for the

guidance of the workers, because few workers in the factory were illiterate and such on adult education programme make them acquainted with basic education.

- 4] It is suggested that service of medical officer (Doctor) be made available in this factory.
- 5] The office hours in the factory were from 8.00 a.m. to 5.00 p.m. However according to the existing office timing in many public, privates, semi - government offices, the office, hours should be between 10 a.m. to 5.00p.m. It will increase the efficiency of the administrative staff.
- 6] In order to implement labour welfare facilities in the factory efficiently and activity and to enhance the productive capacity of the Sugar Factory quantitative as well as qualitatively, there is a need of establishing a "Trade Union" in the factory.