

CHAPTER - IV

AN ANALYSIS OF THE SOCIO-ECONOMIC CONDITIONS OF
THE WORKERS IN DATTA SHETAKARI SAHAKARI SAKHAR
KARKHANA LIMITED, SHIROL.

- 4.1 The present situation of employment in the factory
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-:: C H A P T E R - I V ::-

THE ANALYSIS OF THE SOCIO-ECONOMIC CONDITIONS OF

THE WORKERS : PART-I

4.1 THE PRESENT SITUATION OF EMPLOYMENT IN THE FACTORY :

At present, there are 23 various departments in the factory. The total number of the employees working in the various departments amounts to 976. Out of the total number of the employees 530 are permanent (54.20%) whereas the remaining 446 (45.7%) are seasonal employees working only during the crushing season. Among the various departments, the Engineering Department ranks first inasmuch as it employs 257 employees. Its percentage to the total number of the employees worked out to be 26.33%. The manufacturing department ranks second as the number of employees amounts to 198. Its percentages share in the total employment worked out to 20.28%. Taken together, these two departments account for a little less than half (46.6%) of the total employment. The agricultural department employs 137 persons including skilled, semi-skilled and unskilled workers. The percentage share of the agricultural department works out to be 14.04. The account section provides employment opportunities for 84 white colour workers. In terms of

percentage 8.60% of the total number of employees work in the account section of the factory. The rest of the departments provide very negligible amount of employment (refer the table no. 3.1 on the next page).

4.2 SELECTION OF THE WORKERS :

Out of the various departments we have selected only three departments viz. Engineering, Manufacturing and Cane Yard Departments. Out of the total number of persons employed by these departments (497), we have selected 110 workers as our sample which amounts to 22.2% of the total number of the workers employed by these departments. The sample selected could be considered as a representative as they constitute nearly 1/4th of the total number of employees in the departments under study.

The reason why we have selected these three departments are as follows :

- 1) The workers working in these departments directly contribute to the production of sugar.
- 2) Since there are blue colour workers, they directly involve in the processing of sugarcane, at different stages of production of sugar.
- 3) Their service conditions are rather poor as compared to white colour workers' service conditions.

Table No. 4.1 : Showing the present employment situation in the factory.

Sr. No.	Departments	Perma- nent work- ers	% to the work- ers	Seaso- nal work- ers	% to the total work- ers	Total work- ers (3+5)	% to the total workers (4+6)
1	2	3	4	5	6	7	8
1.	Managing Director	1	0.10	-	-	1	0.10
2.	General Office	13	1.33	-	-	13	1.33
3.	Sugar Sale	1	0.10	1	0.10	2	0.20
4.	Telephone	5	0.52	-	-	5	0.52
5.	Purchase	7	0.72	-	-	7	0.72
6.	Guest house	5	0.52	-	-	5	0.52
7.	Vehicles	19	1.95	-	-	19	1.95
8.	Gardening	35	3.59	-	-	35	3.59
9.	Account	82	8.40	2	0.20	84	8.60
10.	Recovery	3	0.30	-	-	3	0.30
11.	Labour/Time	18	1.85	-	-	18	1.85
12.	Hospital	4	0.40	1	0.10	5	0.50
13.	Godowns/Excise	7	0.72	-	-	7	0.72
14.	Stores	20	2.04	-	-	20	2.04
15.	Civil	48	4.92	-	-	48	4.92
16.	Watch and Ward	32	3.27	21	2.15	53	5.42
17.	Sanitation	6	0.62	-	-	6	0.62
18.	Agricultural	63	6.45	74	7.59	137	14.04
19.	Cane Development	3	0.30	-	-	3	0.30
20.	Irrigation	8	0.82	-	-	8	0.82
21.	Engineering	117	11.99	140	14.34	257	26.33
22.	Manufacturing	28	2.87	170	17.42	198	20.29
23.	Cane Yard	5	0.52	37	3.80	42	4.32
TOTAL		530	54.30	446	45.70	976	100.00

SOURCE : Oral information collected from Labour and Time office of the sugar factory.

Table No. 4.2 : Showing the table Strength of the Workers
(both permanent and seasonal) in the
Selected Departments.

Sr. No.	Departments	Perma- nent work- ers	% of the total work- ers	Seaso- nal work- ers	% to the total work- ers	Total (3+5)	% of the total (4+6)
1	2	3	4	5	6	7	8
1.	Engineering	25	22.72	31	28.18	56	50.90
2.	Manufacturing	6	5.45	38	34.55	44	40.00
3.	Cane Yard	2	1.83	8	7.27	10	9.10
TOTAL		33	30.00	77	70.00	110	100.00

NOTE : This table is prepared by the Author
of the present dissertation.

Above table reveals that slightly more than 50% of the workers in the selected departments, are employed in the Engineering Department. Out of the selected sample, in the Engineering department, 25 workers (22.72%) are permanent, remaining 31 persons are seasonal, forming 28.18% to the total number of employees in the selected departments. In the manufacturing section only 6 workers (5.45%) are permanent, out of 44 selected sample, rest of them that is 34.55% (38) of the total sample are

seasonal workers. It is but natural that majority of the workers bound to be seasonal in the manufacturing departments. Both technical and non-technical workers could be employed only during the crushing season of the factory. In the cane year department, out of the selected workers, 2 are permanent and 8 are seasonal workers. As a result, they form 1.82% and 7.27% respectively to the total number of permanent and seasonal employees selected for our study. In all 33 are permanent and 77 are seasonal, forming 30% and 70% respectively to the total number of selected workers. We may conclude from the above analysis that eventhough these three departments in the factory account for more than 3/4th of the workers, a majority of them are seasonal. It implies that they are totally or partially unemployed during the off season. We may suggest that the ancillary industries will have to be provide alternative employment opportunities during the off season.

Table No. 4.3 : Showing the spatial distribution of workers.

Taluka	Engi- neer- Perm- nent	Engi- neer- Seas- onal	Manu- fact- uring Perm- nent	Manu- fact- uring Seas- onal	Cane Yard Perm- nent	Cane Yard Seas- onal	TOTAL	% to the total
Shirol (M.S.)	18	27	3	28	2	5	83	75.45
Karveer (M.S.)	2	-	-	-	-	-	02	1.82
Kagal (M.S.)	1	-	-	-	-	-	01	0.91
Hatkanangle (M.S.)	3	-	1	4	-	1	09	8.18
Shahuwadi (M.S.)	1	-	-	-	-	-	01	0.91
Panhala (M.S.)	-	1	-	2	-	-	03	2.73
Walawa (M.S.)	1	-	-	-	-	-	01	0.91
Miraj (M.S.)	-	1	1	2	-	1	05	4.54
Chikkodi (K.S.)	-	1	-	1	-	-	02	1.82
Hukkeri (K.S.)	-	-	-	-	-	1	01	0.91
Athani (K.S.)	-	1	-	-	-	-	01	0.91
Pipra (B.S.)	-	-	-	1	-	-	01	0.91
TOTAL	26	31	5	38	2	8	110	100.00

SOURCE : This table is prepared by the author of present dissertation.

NOTE : In brackets short forms indicate that M.S. for Maharashtra State, K.S. for Karnatak State and B.S. for Bihar State.

It can be seen from the above table that 3/4th of the total number of the workers come from different places of Shirol taluka itself. Out of 110 workers 83 workers (both permanent and seasonal) who belong to Shirol taluka are employed in the three departments under the study. 12.72% of the workers belong to the adjoining talukas of Hatkanangle and Miraj (8.18% and 4.45%) respectively. There are also workers who come from adjoining Karnataka State especially from Chikkodi, Hukkeri and Athani talukas. Incidentally, one worker working in the manufacturing department comes from Bihar State. This reveals that the factory has induced, though on minor scale, the workers of nearby State Karnataka to migrate to the site of the factory. Migration of the workers may be regarded as conducive to the promotion of National Integration.

Table No. 4.4 : Showing Religion and caste-wise distribution of the workers.

Sr. No.	Caste	No. of Respondents	% of the total Respondents
1.	Maratha (Hindu)	49	44.54
2.	Muslim	12	10.91
3.	Jain	10	9.10
4.	Lingayat	11	10.00
5.	S. T. (Hindu)	4	3.63
6.	S. C. (Hindu)	19	17.27
7.	Other than above	5	4.55
TOTAL		110	100.00

The demography of Shirol taluka is heterogenous in the sense that the people of the taluka belong to different religious sectors such as Hindu, lingayat, jain and muslim. The workers employed in the factory are drawn from the different religious sectors. Nevertheless, notice from the above table that Hindu's dominate the employment scene. In the factory nearly 65.5% of the total respondents belong to Hindu religion. Among the Hindus the Marathas top the list of the workers as the percentages of Maratha workers worked out to be 44.54% to the total number of the workers. It seems that the priority has been given, while recruiting the workers, to the scheduled castes. Out of the 110 workers, 19 belong to the scheduled caste, next to Maratha and its percentage worked out to be 17.27%, Muslim, Jain and Lingayat workers amount to 30% of the total number of the workers. These three have almost equal shares in the total employment opportunities, their respective percentage shares worked out to be almost equal (See above table no. 4.4)

It is surprising to note that, even though Marathas constitute politically dominant caste in Maharashtra State, they do not accupy the higher cadres of the employment in the factory. It is but natural that, as the Board of Directors is dominated by the

majority of the Jains and Lingayats, the high cadre posts are bound to go to these religious groups. The only unskilled posts are filled in by appointing Maratha, S.C. and S.T. people.

4.4 AGE-WISE DISTRIBUTION :

Table No. 4.5 : Showing the Distribution of the respondents according to the age-ranges.

Sr. No.	Age - Ranges	No. of the Respondents	% of the total Respondents.
1.	20 - 30	35	31.82
2.	30 - 40	55	50.00
3.	40 - 50	16	14.55
4.	50 - 60	4	3.63
TOTAL		110	100.00

Exactly 50% of the total number of the respondents belong to the age group of 30-40, next comes the age group of 20-30, which account for 31.82%. The rest of the workers fall in the age group of 50-60. The number of workers belonging to the age groups of 40-50 and 50-60 goes on declining as their percentage a shares reveal. Since jobs performance in the departments require the

high level of efficiency, the workers falling in the age group of 20-40 constitute the high percentage (81.82%) to the total number of the workers.

From the above analysis of the distribution of the respondents according to their age-ranges, we may conclude that after crossing the age of 40, either the workers retire voluntarily on account of their physical incapability or factory ask them to retire compulsorily. A very few persons who have maintained their good health and high level of efficiency have the chance to work until they reach the age of 60.

4.5 DEGREE OF LITERACY :

Table No. 4.6 : Showing the Degree of Literacy among the workers.

Sr. No.	Education Level	No. of the Respondents	% of the total Respondents
1.	Illiterate	10	9.10
2.	Primary	29	26.36
3.	Secondary	58	52.73
4.	Graduate	6	5.45
5.	I. T. I.	7	6.36
TOTAL		110	100.00

Broadly speaking 10 workers that is 9.10% of the total number of workers found to be illiterate, the rest of the workers i.e. 90.90% of the workers are literate. The literate workers could be classified into various categories according to the degree of literacy. 26.26% of the workers have completed their primary education. They could just read and write the regional language i.e. Marathi. More than 50% of the workers have either completed their secondary education or they have reached upto 10th standard. We find only 6 workers who are Arts and Science graduates working in the manufacturing and Cane Yard departments. Among, the graduates, 2 are Science and 4 are Arts graduates. Out of 110 workers, 7 workers (6.36%) have completed their I.T.I. courses and have acquired technical skills.

4.6 ORIGINAL OCCUPATION :

Table No. 4.7 : Showing the distribution of the workers according to their original occupations

Sr. No.	Occupations	No. of the Respondents	% of the total Respondents
1.	Agriculture	80	72.73
2.	Business	6	5.45
3.	Other	24	21.82
TOTAL		110	100.00

The above table highlights the fact that nearly 3/4th of the workers (72.73%) to be exact originally belong to the class of agriculturists. They are either relatives or members of the share holder families. The rest of the workers come from the communities engaged in the occupations other than agriculture. However, their number does not exceed even 1/3rd of the total number the workers. Out of 110, 77 workers i.e. 70% are seasonally employed (refer table no. 4.2). This means that the factory has provided employment opportunity as an additional source of income to the people who remain either totally unemployed or under-employed during the agricultural off season.

Table No. 4.8 : Showing the distribution of the workers according to their trade skills.

Sr. No.	Levels of Education	Skilled workers	Semi-skilled workers	Unskilled workers	Total workers.	% to the total
1.	Illiterate	1	2	9	12	10.91
2.	Primary	8	5	15	28	25.45
3.	Secondary	17	10	30	57	51.82
4.	Graduates	1	6	-	7	6.37
5.	I.T.I. holders	2	2	2	6	5.45
TOTAL		29	25	56	110	100.00
		(26.36)	(22.72)	(50.90)	(-)	(-)

The above table reveals that a little more than 1/4th of the total workers i.e. 26.36% are skilled workers. Majority of them falls in the category of the workers who have completed their primary and secondary education. Among the graduates and the vocational diploma holders, only 3 persons are classified as skilled workers. 1/2 of the total number belongs to the class of unskilled labourers. Leaving aside, the number of unskilled workers i.e. 9 who are completely illiterate, a large majority of the unskilled workers are educated. The rest of the workers fall in the category of semi-skilled, who constitute a little less than 1/4th of the total number of the workers (22.72%). The total number of workers interviewed, is divided into skilled and unskilled and semi-skilled taken together on 50:50% basis.

Table No. 4.9 : Showing the distribution of the respondents according to the reasons for migrations.

Sr. No.	Reason for Migration	No. of the Respondents	% of the total Respondents
1.	No land as native place	10	9.09
2.	Migrated for job	43	39.10
3.	Less income	44	40.00
4.	Clashes between family members	8	7.27
5.	Other reasons	5	4.54
TOTAL		110	100.00

From the table No. 4.9, we observe that there are four main reasons for the migration of the workers. No sufficient land for cultivation at their respective native places, no jobs other than agricultural are available at their native places to supplement their agricultural incomes, inadequate size of holding which yields low levels of income and other reasons such as clashes between members of the family and attraction for non-agricultural jobs. Among these various reasons, the migration for the job and low levels of income seem to be prominent. More than 3/4th of the workers i.e. to be exact, 79.10% of the workers have migrated to the place of factory. On these two counts, a little less than 1/4th of the workers (21.90%) seem to have migrated on account of non-availability of land at their respective native places and clashes between the family members and some other reasons. We can make an observation from the above table and oral discussion with workers, that the main reason for the migration seems to be under-employment and consequent low levels of income. The annual incomes derived from their tiny agricultural plots force them to migrate to the growth centres i.e. to the places of co-operative sugar factories.

Table No. 4.10 : Showing the reasons for visit by
the workers to native places.

Sr. No.	Reasons for visit to native places	No. of the Respondents	% of the total Respondents
1.	To meet relatives	6	5.45
2.	To meet friends	4	3.63
3.	To meet parents	85	77.27
4.	To attend the village fair	5	4.55
5.	Others	10	9.10
TOTAL		110	100.00

Exactly 3/4th of the workers (77.27%) pay their visit to meet their parents, rest of them pay visits to meet their relatives, other than parents and their friends. Some times they pay a visit to attend the village fare. It seems that even though they are migrated and employed in the factory, they are interested in maintaining their link with places of their origin. Since they own agricultural holdings, though quite inadequate to yield a sufficient amount of income to support their families, they are interested in keeping

their title to the land. In point of fact, the income derived from their agricultural holdings, supplement their non-agricultural incomes which in their view are inadequate to maintain their families. Hence, we are doubtful as to whether agricultural income supports their non-agricultural incomes or vice-versa.

In conclusion, we may say that their aggregate incomes have risen and are above the level of income that would have been other-wise. No doubt the factory has provided the employment to underemployed and even to unemployed and that has helped raise the levels of income of the workers.

Table No. 4.11 : Showing the different modes of conveyance used by the workers.

Sr. No.	Mode of Conveyance	No. of the Respondents	% of the total Respondents
1.	On foot	18	16.36
2.	Cycle	77	70.00
3.	Train	1	0.91
4.	Motor Cycle	6	5.45
5.	Others	8	7.28
TOTAL		110	100.00

After the establishment of the factory, a number of roads connecting in accessible parts of the taluka have been constructed. With the growth of the transport facilities, the workers prefer to stay at their native places. They use different modes of conveyance. During the period of employment a little less than 3/4th (i.e. 70.00%), use bicycle. This mode of conveyance seems to be popular among the majority of the workers as it is within the reach of their incomes, whereas a small minority of the workers who are residing within the close vicinity of factory site does not use modern means of transport. They use their own foot to and fro, to attend their duties in the factory. However, we come across the workers who use motor cycles and S. T. buses during the period of employment. Of course, a number of these workers is quite insignificant as compared to the workers who use simple mode of conveyance i.e. bicycles (See the above table No. 4.11).

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