

CHAPTER - IV

**An Analysis Of The Socio-Economic Conditions Of Seasonal
Workers In Shetkari Sahakari Sakhar Karkhana Limited.**

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C H A P T E R : IV

AN ANALYSIS OF THE SOCIO-ECONOMIC CONDITIONS OF THE SEASONAL WORKERS IN SHETKARI SAHAKARI SAKHAR KARKHANA LIMITED, SANGLI.

The present chapter deals with a detailed study of the socio-economic conditions of the seasonal workers in the Shetkari Sahakari Sakhar Karkhana Limited, Sangli. As it was revealed in the methodology, the Karkhana being one of the oldest sugar factories in the State of Maharashtra was selected for the purpose of studying the socio-economic conditions of the seasonal workers. There are 870 seasonal workers in the Karkhana. Out of the 870 seasonal workers a sample of 87 workers was taken at random. These worker were interviewed personally with the help of questionnaires and the results of the same are given in the present Chapter.

1) SEX :

The survey shows that only male workers are working in the Karkhana. This is mainly because of the hard nature of the work.

2) RELIGION AND CASTE :

People belonging to different castes are employed in the Karkhana. Table No. IV-1 gives the detailed picture of this.

TABLE NO. IV-1Number of Workers : Caste-wise

Sr.No.	Caste	No. of workers	Per centage
1	Maratha	58	66.66
2	Koli	3	3.44
3	Jain	4	4.60
4	Lingayat	6	6.90
5	Dhangar	3	3.45
6	Ramoshi	2	2.30
7	Nhavi	1	1.15
8	Tambat	1	1.15
9	Mang	2	2.30
10	Harijan	5	5.75
11	Chambar	1	1.15
12	Muslim	1	1.15
T O T A L		87	100.00

Source : Survey Data

According to Table No. IV - 1 majority of the seasonal workers are Marathas. In percentage term it is 66.66 per cent. It is followed by Lingayates 6.90 per cent and Harijans 5.74 per cent. The number of seasonal workers belonging to other castes are very less.

3) AGE COMPOSITION :

Table No. IV - 2 reveals the age composition of the seasonal workers in the Karkhana.

TABLE NO. : IV - 2Classification of Seasonal Workers : Age-wise

Sr. No.	Age group	No. of Workers	Per centage
1	21 to 30 years	44	50.57
2	31 to 40 years	30	34.48
3	41 to 50 years	12	13.79
4	51 to 60 years	1	1.16
T O T A L		87	100.00

Source : Survey Data

Table No. IV - 2 shows that 98.84 per cent of the seasonal workers belong to the most productive age group 21 to 50 years. Only one worker belongs to the age group of 51 to 60 years.

4) MARITAL STATUS :

Table No. IV - 3 gives the details of the marital status of the seasonal workers in the Karkhana.

TABLE NO. : IV - 3Marital Status of the Seasonal Workers

Sr. No.	Marital Status	No. of Workers	Per centage
1	Married ..	83	95.4 %
2	Un-married ..	4	4.6 %
T o t a l		87	100.0 %

Source : Survey Data

It is quite clear from the Table No. IV - 3 that the number of married seasonal workers exceeds the number of un-married seasonal workers. In terms of per centage there are 95.4 and 4.6 respectively.

5) EDUCATION :

Table No. IV - 4 illustrate the educational status of the seasonal workers in the Karkhana.

Table No. IV - 4 shows that except 6.89 per cent of the seasonal workers, all are educated. Out of total 87 workers 47 have got only primary education, 23 secondary education and 5 higher secondary education. (54.02%, 26.47% and 5.74% respectively). Five seasonal workers are graduates and one is technically educated. (5.74% and 1.16% respectively).

TABLE NO. : IV - 4

Educational Status of the Seasonal Workers

Sr.No.	Educational level	No. of Workers	Per centags
1	Primary ..	47	54.02 %
2	Secondary ..	23	26.47 %
3	Higher Secondary	5	5.74 %
4	Graduate ..	5	5.74 %
5	Post Graduate ..	00	--
6	Technical ..	1	1.16 %
7	Illiterate ..	6	6.89 %
T O T A L		87	100.00 %

Source : Survey Data

6) SERVICE PERIOD :

Details about the service period of the seasonal workers in the Karkhana are shows in Table No. IV-5.

Table No. IV - 5 shows that 29 seasonal workers have been working in the Karkhana for a period of 15 years, 28 for a period of less than five years, 25 for a period of more than five but less than 10 years and remaining five workers for 16 to 25 years.

TABLE NO. : IV - 5

Number of Seasonal workers according to their
period of service

Sr.No.	Period in years	No. of workers	Per centage
1	01 to 05 years	28	32.18 %
2	06 to 10 years	25	28.74 %
3	11 to 15 years	29	33.33 %
4	16 to 20 years	4	4.60 %
5	21 to 25 years	1	1.15 %
T O T A L		87	100.00 %

Source : Survey Data

7) DEPARTMENTS :

Number of the seasonal workers working in different departments is shows in table No. IV - 6.

Table No. IV - 6 shows that our of 87 seasonal workers 25 are working in the watch and ward department, 16 in store department, 11 in manufacturing department, 7 in engineering department, 4 each in hospital and medical, guardan and nursery and soil testing departments, 3 each in cattle feed and wireless and telephone departments and 2 each in sugar godown and garage and vehicle departments.

TABLE NO. : IV - 6Number of Seasonal Workers : Department-wise

Sr.No.	Departments	No. of workers	Per centage
1	Watch and ward ..	25	28.70 %
2	Engineering ..	7	8.05 %
3	Manufacturing ..	11	12.60 %
4	Soil Testing ..	4	4.60 %
5	Sugar Godown ..	2	2.30 %
6	Stores ..	16	18.36 %
7	Distillary ..	6	6.90 %
8	Cattle feed ..	3	3.50 %
9	Wireless and Telephone	3	3.50 %
10	Hospital/Medical ..	4	4.60 %
11	Garden and Nursery ..	4	4.60 %
12	Garage and Vehicle ..	2	2.30 %
T O T A L		87	100.00 %

It is clear that majority of the seasonal workers are working in the watch and ward, store, manufacturing and engineering departments, (28.70%, 18.36%, 12.60% and 8.05% respectively)

B) a) DISTANCE FROM HOME TO THE KARKHANA :

Seasonal workers are coming to the Karkhana from different villages. Table No. IV - 7 (a) gives the details of this.

TABLE NO. : IV - 7 (a)Details of Distance from home to Karkhana

Sr.No.	Distance	No. of Workers	Per centage
1	01 to 10 k.m.	28	32.19 %
2	11 to 20 k.m.	26	29.88 %
3	21 to 30 k.m.	18	20.68 %
4	31 to 40 k.m.	9	10.35 %
5	41 to 50 k.m.	5	5.75 %
6	51 k.m. and above	1	1.15 %
T O T A L		87	100.00 %

Source : Survey Data

Table No. IV - 7 (a) shows that out of the 87 seasonal workers 28 live 1 to 10 k.m. away from the Karkhana, 26, 11 to 20 k.m. away from the Karkhana and 18 workers are staying 21 to 30 k.m. away from the factory. (32.19%, 29.88% and 20.68% respectively). 10.35% of the

workers are coming from a distance of 31 to 40 k.m. and 5.75 per cent from a distance of 41 to 50 k.m. Only one worker is coming from a large distance of more than 51 k.m. away from the Karkhana. (1.15 %).

B) b) MODE OF CONVEYANCE :

Table No. IV - 7 (b) shows the mode of conveyance taken by the seasonal workers in the Karkhana.

TABLE NO. : IV - 7 (b)

Mode of Conveyance

Sr. No.	Mode of conveyance	No. of workers	Per centage
1	Walking	3	3.45 %
2	Bicycle	23	26.43 %
3	Bus	48	55.17 %
4	Two Wheeler	13	14.95 %
T O T A L		87	100.00 %

Source : Survey Data

Table No. IV - 7 (b) illustrates that out of the 87 seasonal workers 3 come to the factory by foot, 23 by bicycle, 48 by bus and 13 by two wheeler. (3.45%, 26.43%, 55.17% and 14.95% respectively).

9) CLASSIFICATION OF THE SEASONAL WORKERS :

In the Karkhana there are two types of seasonal workers. There are seasonal permanent and seasonal temporary workers. Table No. IV -8 gives the number of workers belonging to each group.

TABLE NO. : IV - 8.Classification of seasonal workers

Sr. No.	Particulars	No. of Workers	Per centage
1	Seasonal Permanent ..	49	56.33 %
2	Seasonal Temporary ..	38	43.67 %
T O T A L		87	100.00 %

Source : Survey Data

In the Karkhana, out of the 87 seasonal workers 48 are seasonal permanent and 38 are seasonal temporary. (56.33 % and 43.67 % respectively)

10) SALARY :

Majority of the seasonal workers in the Karkhara belong to the salary group of Rs. 1050 to Rs. 1200 per month. Table No. IV - 9 gives the details of the number of the seasonal workers belonging to different salary groups.

TABLE NO. : IV - 9Number of the Seasonal workers belonging to
different Salary Groups

Sr.No.	Monthly Salary of workers (in Rs.)	No. of workers	Per centage
1	Rs. 900 to Rs. 1050	5	5.75 %
2	Rs. 1051 to Rs. 1200	64	73.56 %
3	Rs. 1201 to Rs. 1350	15	17.25 %
4	Rs. 1351 to Rs. 1500	3	3.14 %
T O T A L		87	100.00 %

Source : Survey Data

Table No. IV - 9 shows that out of the 87 seasonal workers 5 fall in the salary group of Rs. 900 to Rs. 1050, 64 in Rs. 1051 to Rs. 1200, 15 in Rs. 1201 to Rs. 1350 and 3 in Rs. 1351 to 1500. (5.75%, 73.56%, 17.25% and 3.14% respectively)

11) SIZE OF THE FAMILY :

In the present context, the term size of the family refers to the number of dependents in each family of the seasonal worker. Table No. IV - 10 gives a detailed picture of this concept.

TABLE NO. : IV - 10

Details about the size of the family of
seasonal woriers

Sr. No.	No. of Dependents	No. of workers	Per centage
1	01 to 05	34	39.08 %
2	06 to 10	32	36.78 %
3	11 to 15	5	5.75 %
4	16 to 20	6	6.80 %
TOTAL		87	100.00 %

Source : Survey Data

According to table No. IV - 10, 39.08 per cent have small size families, 36.78 per cent have medium size families, 5.75 per cent have big size families and 6.80 per cent have very large size families.

12) THE WAGE STRUCTURE :

The Karkhana is following the time rate system. Table No. IV - 11 shows the number of seasonal workers receiving daily wages and monthly wages.

TABLE NO. : IV -11PAYMENT SYSTEM

Sr. No.	Payment System	No. of Workers	Per centage
1	Daily Wages	15	5.75 %
2	Monthly Wages	72	94.25 %
T O T A L		87	100.00 %

Source : Survey Data.

It is clear from Table No. : IV - 11 that majority of the seasonal workers get monthly wages (94.25 %).

13) PATTERN OF LAND HOLDING :

In the Karkhana there are many land holders and also land less seasonal workers. Table No. IV - 12 shows the classification of seasonal workers according to their land holding.

According to table No. IV - 12 out of the 87 seasonal workers 34 have 1 to 2 acres of land, 27 have 2.5 to 5 acres of land and 7 have 6 to 10 acres of land. (39.08 % 31.02 % and 8.05 % respectively) Only four seasonal workers have a land holding of more than 10 acres (4.65 %). Fifteen

seasonal workers out of 87 are land less. In terms of per centage, it is 17.25.

TABLE NO. : IV - 12

Classification of the Seasonal Workers
according to their land holding

Sr.No.	Size of land holding	No. of workers	Per centage
1	1 acre to 2 acres ..	34	39.08 %
2	2.5 acres to 5 acres	27	31.02 %
3	6 acres to 10 acres ..	7	8.05 %
4	11 acres to 15 acres	3	3.50 %
5	16 acres to 20 acres	1	1.15 %
6	Land less ..	15	17.25 %
T O T A L		87	100.00 %

Source : Survey Data

14) WORKING CONDITIONS :

The term working condition in the present context refer to the element like temperature, air movement, humidity, illumination, sanitation, ventilation, space used in the factory, working hours, shift system etc. These conditions affect the productivity of the workers. Table No. VI - 13 gives a detailed picture of this.

TABLE NO. : IV - 13
Details about the working conditions
in the Karkhana

Sr. No.	Particulars	No. of workers satisfied	No. of Workers Unsatis-ied
1	Temparature ..	79 (90.80 %)	8 (9.20 %)
2	Air movement ..	82 (94.25 %)	5 (5.75 %)
3	Humidity ..	83 (95.40 %)	4 (4.60 %)
4	Illumination ..	70 (80.45 %)	17 (19.55 %)
5	Sanitation ..	83 (95.40 %)	4 (4.60 %)
6	Ventilation ..	84 (96.55 %)	3 (3.45 %)

Source : Survey Data

As per Table No. IV - 13 majority of the seasonal workers are satisfied with the working conditions in the Karkhana.

15) WEEKLY OFF AND LEAVE FACILITIES :

Weekly off facility are available both the permanent and temporary worker. But leave facilities are not available to the temporary seasonal workers.

16) THE WORKING SHIFTS :

The karkhana has both the rotation and general shift systems. The factory is working on rotation system and the office is on general shift. The rotation system is divided into three shifts. The first shift starts from 4 a.m. to 12 a.m., second shifts from 12 a.m. to 8 p.m., and third shift from 8 p.m. to 4 a.m. The general shift starts from 8 a.m. to 5.30 p.m. including rest time. Table No. IV - 14 shows the details of this.

TABLE NO. : IV - 14Details about working Shifts

Sr. No.	Working Shift	No. of workers	Per centage
1	Rotation Shift	27	31.04 %
2	General Shift	60	68.96 %
T O T A L		87	100.00 %

Source : Survey Data

Table No. IV - 14 illustrates that out of 87 seasonal workers in the karkhana 27 worker in rotation shift and 60 in general shift (31.04 % and 68.96 % respectively)

17) THE WELFARE FACILITIES :

Providing adequate welfare facilities to the seasonal workers is essential to raise their efficiency. The Karkhana provides different types of welfare facilities to there workers. A detailed picture of this is available from Table No. IV - 15.

TABLE NO. : IV - 15Details about the Welfare Facilities

Sr. No.	Facilities	No. of workers	Per centage
1	Washing and Bathing facilities ..	81	93.11 %
2	Silling facilities ..	79	90.80 %
3	Rest Room facilities	68	78.16 %
4	Medical facilities ..	87	100.00 %
5	Canteen facilities ..	87	100.00 "

Source : Survey Data

According to Table No. IV - 15, 90 per cent of the seasonal workers on an average are getting facilities like washing, bathing, silling and rest room with regard to medical and canteen facilities, all worker are getting.

In addition to the facilities like washing, bathing, sitting and rest room, there are other facilities also. There are recreation, educational and grain shop facilities.

Regarding the housing facilities, 93.11 per cent of seasonal workers are not satisfied. Out of 87 seasonal workers, only 6 (6.89%) workers enjoy this facility.

Regarding the provision of provident fund, the karkhana gives this facility only to the seasonal workers who are permanent. Out of the 87 seasonal workers only 49 workers who are permanent get the provident fund facility. (see Table No. IV - 8).

The Karkhana pays bonus to all the workers every year. The rate of bonus is determined on the basis of the profit gained by the karkhana and the wages of the workers. In the karkhana the rate of bonus is same to the permanent as well as the seasonal workers.

18) TRADE UNION :

In the karkhana there is only one Trade Union and it is affiliated to Indian National Trade Union Congress (INTUC). All workers are satisfied with the activities of trade union and all the 87 seasonal workers are the members of the Union.

19) THE OFF SEASON WORK :

In the Karkhana, the seasonal workers get work only in the crushing season. So during the off season they face the unemployment problem. Usually they work on farms in this situation to support their families. Table No. IV - 16 gives a detailed picture of this.

TABLE NO. : IV - 16

Details about the number of seasonal workers according to their off Seasonal Activities.

Sr. No.	Particulars	No. of Seasonal Workers	Per centage
1	Agriculture ..	70	80.46 %
2	Other Places ..	8	9.18 %
3	Unemployed ..	9	10.36 %
T O T A L		87	100.00 %

Source : Survey Data

According to Table No. IV - 16 out of the 87 seasonal workers 70 work in their own land or farms, 8 to some other places to employment and 9 remain as unemployed during the off season. (80.46 %, 9.18 % and 10.36 % respectively)

The study reveals that the Karkhana gives some retention allowance to the seasonal workers during the off season. This is given to get the assured supply of the seasonal workers and to create an attachment towards the sugar factory. The rates of the retention allowance are different according to the categories of the workers. Generally there are different rates. Some workers get the allowance at the rate of 11 per cent of the basic salary per month, some get 25 per cent of the basic salary per month and some get 50 per cent of the basic salary per month.

20) INDEBTEDNESS :

Regarding the indebtedness of the seasonal workers, majority of them are debtors. The study reveals that out of 87 seasonal workers, 65 are debtors. Table No. IV - 17 gives the details of the indebtedness of the seasonal workers in the Karkhana.

TABLE NO. : IV - 17

Details about the indebtedness of the
Seasonal Workers.

Sr. No.	Particulars	No. of Workers	Per centagē
1	Indebtedness ..	65	74.72 %
2	No Debts ..	22	25.28 %
T O T A L		87	100.00 %

Source : Survey Data

It is clear from Table No. IV - 17 that nearly 75 per cent of the seasonal workers are in theclutches of indebtedness.

There are different sources for them to get the loans. Table No. IV - 18 shows the different sources from where the seasonal workers get loans.

TABLE NO. : IV - 18

Sources of Loans

Sr. No.	Source	No. of Workers	Per centage
1	Friends	11	14.67
2	Relatives	6	8.00
3	Co-operative Credit Society	44	58.67
4	Bank	4	5.33
5	Money Lenders	10	13.33
T O T A L		75	100.00

Source : Survey Data

Table No. IV - 18 shows that out of 75 seasonal workers who are debtors, for 11 the source of finance is friends, 6 take loans from relatives, 44 from co-operative credit societies, 4 from Bank and 10 from money lenders.

21) RECRUITMENT METHOD AND PROMOTIONS :

Majority of the workers are satisfied with the recruitment method in the Karkhana. Out of the 87 seasonal workers nearly 89 per cent is satisfied with the system.

In the Karkhana promotion of the seasonal workers are based on the seniority and merits. The study reveals that out of the interviewed nearly 80 per cent do not get promotions similarly with regard to the transfer of the seasonal workers from one department to another, out of the 87 seasonal workers only 25 get transfer (28.73 %) Majority of the workers do not get any type of transfer from one department to another. In terms of per centage, 71.27 per cent of the workers remain at work in the same department where they have been working.

22) TRAINING :

The Karkhana provides training facilities to the seasonal workers but not in adequate terms. Only 13.79% of the sample seasonal workers get the training facilities. Table No. IV - 19 gives a detailed picture of this.

TABLE NO. : IV - 19

Details about the Training Programme in
the Karkhana

Sr. No.	Particulars	No. of Workers	Per centage
1.	On the job ..	5	5.74 %
2	Off the job ..	--	--
3	Induction ..	7	8.04 %
4	No Training ..	75	86.22 %
T O T A L		87	100.00 %

Source : Survey Data

The last part of the present chapter is some information from the seasonal workers about their service.

Majority of the seasonal workers are satisfied with their service (nearly 74 %) and administration (99 %). They do not have any problem in their service and any complaints about the administrative set up of the Karkhana.

