

CHAPTER - V

Conclussions And Suggestions

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CONCLUSIONS AND SUGGESTIONS

The present Chapter is the concluding one. The main findings of the study and some suggestions are included in the Chapter.

The study aims at an analysis of the socio-economic conditions of the seasonal workers in the Shatkari Sahakari Sakhar Karkhana Limited at Sangli. Though the karkhana employs 870 seasonal workers, only a sample of 10 per cent workers were studied. The results of the study are interesting and main findings are given in the following paragraphs.

In the Karkhana, all the seasonal workers are men. No female worker is appointed as a seasonal worker in the Karkhana.

Majority of the seasonal workers belong to the caste of 'Maratha'. It shows the pre-dominance of the Marathas in the region. (See Table No. IV - 1)

The Karkhana gives preference to employ the seasonal workers in the age group of 21 to 50 years. (See Table No. IV - 2)

Regarding the marital status of the workers, majority are married. (See Table No. IV - 3). It throws

light to the fact that 95 per cent of the workers have to support their women and children.

About the educational status of the workers, only few are illiterate (See Table No. IV - 4) It throws light to the fact that majority of the workers are quite aware of their rights and the possibility of being get exploited by the employer is limited.

With respect to the service period of the workers, majority belong to the group of 1 to 15 years. (See Table No. IV - 5)

Majority of the seasonal workers in the Karkhana are working in the watch and ward, manufacturing and engineering departments. (See Table No. IV - 6)

It is interesting to note that majority of the workers leave in the near by areas of the Karkhana. (See Table No. IV - 7(a)) and their main mode of conveyance is bus and bicycle. (See Table No. IV - 7 (b))

In the Karkhana nearly 60 per cent of the seasonal workers are seasonal permanent (See Table No. IV - 8) and nearly 74 per cent belong to higher income group also (See Table No. IV - 9). Nearly 65 per cent of these workers have to support a family of the size of 1 to 10 members. (See Table No. IV - 10)

It is to be noted that majority of the seasonal workers in the Karkhana get monthly wages. (See Table No. IV - 11)

In the Karkhana majority of the workers are land holders. Very few are landless. (See Table No. IV - 12).

Regarding the working conditions in the factory majority of the workers are satisfied. (See Table No. IV-13)

Regarding the working shifts, majority of the workers are in the general shift. (See Table No. IV - 14)

With respect to the Welfare Facilities, the karkhana provides facilities like washing, bathing, sitting, rest room medical and canteen. (See Table No. IV - 15)

The workers are members of trade union and they are satisfied with the activities of the union also.

Majority of the workers are land holders, they don't face the problem of unemployment during the off season. (See Table No. IV - 16). But still majority of them are caught by indebtedness. (See Table No. IV - 17) and co-operative credit societies are the major source of loan for them. (See Table No. IV - 18)

Regarding the recruitment method and promotion, majority of the workers are satisfied.

It is interesting to note that the Karkhana is not very keen in providing the training facilities to its workers this idea is clear from Table No. IV - 19.

SOME SUGGESTIONS :

- 1) It is found that the seasonal workers have to support their families. During the crushing season, there is possibility that the education of small children may be affected. So "Crushes", "Balwadia", "Aanganwadis" should be started.
- 2) Mobile dispensary facilities should be made available to these families.
- 3) During off-season, the factory should try to absorb these seasonal workers especially those who are landless to some other projects, so the workers do not have to suffer from unemployment.

On the whole the study reveals the fact that the socio-economic conditions of the seasonal workers in the Shetkari Sahakari Sakhar Karkhana are sound.