

CHAPTER - VISUMMARY AND CONCLUSIONS

In this chapter we give a brief summary of main findings and conclusions of this study.

Chapter : I : deals with Research Design and Methodology, Statement of the problem, objectives, scope and period of the study, sources of primary and secondary data, technique of sampling. We have also given the English version of the questionnaire which was drafted in Marathi for the convenience of drivers.

Chapter : II : deals with present position and role of Maharashtra State Road Transport Corporation (M.S.R.T.C) in economic and social development and highlights the problems and difficulties, the corporation is going to face in future. We have also discussed the role of drivers of M.S.R.T.C. for safe, efficient and economical working of the passenger transport and the necessity of study of the M.S.R.T.C. drivers.

A) THE SOCIAL PROFILE OF M.S.R.T.C. DRIVERS :

1) AGE STRUCTURE :

In the Sangli depot, 43.42% drivers belong to age group between 41 to 50 years. It shows that most of the drivers are experienced and mature.

Only 10.52% drivers are in the age group between 20 to 30 years. This indicates that, in the recent past, the recruitment of drivers must have been significantly decreased. The ratio of young drivers is 39.47%, 17.10% drivers are on the verge retirement.

2) MARITAL STATUS :

All the drivers in the sample are married.

3) NATIVE PLACE :

Nearly 15% drivers are local. 26.30% drivers belong to villages around Sangli within a distance of 20 kilometers. 34.19% drivers belong to villages which are at a distance more than 20 kilometers and less than 50 kilometers from Sangli. About 25% drivers belong to places more than 50 kilometers away from Sangli.

4) FATHER'S OCCUPATION :

Almost 50% drivers come from agricultural background. It indicates that large proportion of drivers come from villages.

5) EDUCATION :

All the drivers are literate but more than 50% drivers have only primary education. The proportion of drivers with secondary education is around 30%.

6) RELIGION :

68.42% drivers belong to Hindu religion. Muslim community accounts for 21.05% of the sample drivers. Only 10.52% drivers are from Jain community.

7) CASTE :

Largest proportion of drivers belong to Maratha caste i.e. 32.89%. Muslim drivers are 21.05%.

The proportion of backward class drivers is very low i.e. 13.15%. The scheduled caste drivers constitute about 9.21% of the sample drivers.

8) TYPE OF FAMILY :

More than 80% drivers belong to divided family system. This perhaps shows the tendency of drivers for separate family of the compulsion of the occupation for such type of family.

9) SIZE OF FAMILY :

The overall average size of the family is 6.31 members. The sex ratio in the population of drivers families is 897 :1000.

The average dependency ratio of the driver's families is 5.31.

10) EDUCATION OF DRIVERS CHILDREN :

Majority of the children of drivers i.e. 51.47% are reading in secondary schools, 28.92% of the children are reading in

primary school. It is also important to note that the proportion of school going male children is higher than that of female children. The proportion of children taking collegiate education ^{is} negligible.

11) FAMILY PLANNING :

Nearly 71% of drivers have adopted family planning surgery. It is important to note that proportion of drivers adopting family planning surgery is significantly high. It is more significant that all these family planning surgeries are of the tubectomy type. Major reason for this choice is said to be convenience of surgery which can be completed immediately in the post delievery period.

35.52% of drivers adopted the family planning surgery after 3 children. 15.78% after 4 children and 10.52% drivers after 5 children.

Only 6.57% drivers adopted the surgery after 2 children. It indicates that even now the adoption of family planning surgery is not accepted before 2 children.

B) In Chapter : III : we discuss occupational information of drivers under study. The main points of discussion are training, experience, recruitment, choice of occupation, overtime,

working hours, wages, bonus, other facilities, social security etc.

1) Most of the drivers in Sangli depot joined S.T. during the period 1978 to 1981.

2) LENGTH OF SERVICE :

56.58% of drivers have a service length of more than 10 years. 30.26% of the drivers have put in more than 5 years and less than 10 years of service. It is clear that, the composition of drivers in terms of youth and maturity is more or less balanced.

All the drivers reported that they had earlier experience and driving license before they joined S.T. This shows that the recruitment policy of the S.T. gives great weightage to earlier license holding and experience.

3) TRAINING :

It is seen that, 68.42% of the sample drivers obtained their driving training through their friends mainly truck drivers. It is important to note that 23.68% of drivers had their training in defence services. The proportion of drivers getting their training through professional driving schools or through training programmes of S.T. is very negligible.

4) LENGTH OF PERIOD REQUIRED FOR TRAINING :

It was reported by 68.41% of drivers that their training

period was not morethan two years. In fact 51.31% of the drivers maintained that they completed driving training within one year only. About 99% of the drivers reported that they did not incur any direct expenditure on training.

5) REASONS FOR CHOICE OF THIS OCCUPATION :

31.57% of the drivers reported that they considered drivers job in S.T. : a public employer - better and more rewarding.

19.73% of the drivers had chosen driving because of their liking

Some drivers told us that they chose the occupation of S.T. drivers either because they had a low level of education or there was no other alternative.

6) RECRUITMENT :

71.0 % of drivers were recruited through a procedure of routine application backed by employment registration records. And 18.42% of the drivers were recruited by the procedure of routine application on the basis of their experience in defence services, though they were not registered with employment exchange. Some of the drivers were recruited through their acquaintances in the S.T. proportion of drivers recruited on the basis of backward class reservation is very low.

7) OVERTIME : (NUMBER OF HOURS IN A MONTH)

39.47% of sample drivers

do overtime work. It was found that nearly 60% of the drivers could not give definite answer to this question.

Only 6.66% of drivers do overtime for less than 5 hours a month. Similarly, about 10% of drivers reported overtime of more than 6 to 10 hours a month. Proportion of drivers doing overtime for more than 10 hours to 15 hours and more than 20 hours of overtime per month is equal i.e. 10%

8) REASONS FOR OVERTIME:

Additional income, orders of the superiors and both these together are the major causes which motivate drivers for overtime work.

9) AVERAGE INCOME FROM OVERTIME :

33.33% of drivers reported that they get Rs. 151 to 200 as additional income monthly by way of overtime work. The proportion of drivers getting more than Rs. 300 to 500 monthly is also quite large i.e. 23.32%

10) REASONS FOR NOT DOING OVERTIME :

60.53% of drivers are not interested in doing overtime work. the two major reasons for this apathy towards overtime are exhaustion of capacity and other engagements.

11) HOURS OF WORK :

55.26% of the drivers reported that S.T. management determines

the working hours. 30.26% of the drivers reported that they do not know how their working hours are determined.

It is seen that drivers are not very clear about their daily number of working hours.

Most of the drivers reported that their daily working hours are 8 to 11 which comprises steering duty and spread over.

12) FACILITIES DURING WORKING HOURS :

32.89% of drivers reported that, during working hours they get the facility only of rest room. However, 67.10% of the drivers reported that they do not get any facilities during working hours.

13) RELATIONSHIP BETWEEN WORKING HOURS AND DRIVING ROUTE :

48.68% drivers reported that there exists a relationship between working hours and driving route.

Some drivers told that they work on city buses so there is no need to go on long routes.

Nearly 77.63% drivers reported that young drivers with perfect skill of driving and drivers with good health, sharp sight, secured service, non-addicts are generally sent on long routes.

There is no practice of paying any special allowance for protracted continuous driving. However, drivers are paid overtime and night out allowance after they work more than 8 hours at the steering. The overtime and night out allowance are related to the

basic pay of the drivers.

14) WAGE FIXATION :

Most of the drivers are well acquainted with the procedure of pay fixation. Most of the drivers are satisfied with their pay fixation system.

15) OTHER FACILITIES :

S.T. drivers get other facilities like travelling pass (for self and for family members), uniform, woolen coat, rain coat medical allowance etc.

16) BONUS :

More than 90% drivers told that they get bonus. The rate of bonus is 8.33% of the annual wages which is paid at the time of Deepawali festival.

17) SOCIAL SECURITY :

Most of the drivers said that, they do not know anything in this respect. This shows a general ignorance regarding social security schemes.

18) FACILITIES AFTER RETIREMENT :

S.T. drivers on time scale get facilities of provident fund, gratuity, family pension etc. after their retirement.

C) Chapter : IV : Deals with income Expenditure profile. To study the income profile of the drivers, we have taken in to consideration the paysheet of drivers for the month of June 1988.

1) AVERAGE MONTHLY INCOME :

The average basic pay of the drivers is Rs. 455.98 and dearness allowance is Rs. 937.04.

kilometre age allowance, overtime, allowance, night out allowance Drivers receives other allowance like route allowance/and medical allowance.

Average monthly income of drivers turns out to be Rs. 1723.74

2) THE AVERAGE MONTHLY DEDUCTIONS :

The average deductions (like family pension, provident fund, profession tax, C.T.D. welfare fund, festival advance, insurance, repayment of provident fund advance, cooperative bank and cooperative society deductions etc.) turn out to be 817.89.

3) NET PAY PER MONTH :

The average net pay of sample drivers comes to be Rs. 910.05.

17.33% of the ^{drivers} / take a net pay of Rs. 1001. to 1250

25.33% of the sample drivers take a net pay of Rs. 501 to 800 and 16% of sample drivers take a net pay of Rs. 801 to 1000.

The proportion of drivers taking a net pay less than Rs. 1000 is about 63%.

4) OVERTIME ALLOWANCE PER MONTH :

50% drivers reported that their overtime allowance per month was not more than Rs. 200. About 30% of the drivers reported that they did not get overtime allowance.

DEDUCTION IN PAY :

Almost 50% of sample drivers have to face monthly deductions in the range of Rs. 500 to Rs. 1000 per month.

LAND HOLDING :

Almost 50% of drivers own some agricultural land whereas remaining 50% of drivers are landless.

It is also surprising to note that 11.84% of sample drivers have reported annual agricultural income above Rs. 10,000.

OTHER FAMILY BUSINESS :

27.63% of sample drivers that their families had other earning members.

The average annual income from agricultural was Rs. 2948.02 similarly the average annual income of their earners of the sample drivers families was Rs. 2181.57.

It is clear that annual average income of drivers from all sources was Rs. 23432.23.

EXPENDITURE PROFILE :

55% of the total expenditure of the drivers is incurred on the satisfaction of the food requirements of the family.

SAVING PROFILE :

Most of the drivers do not save regularly because it becomes difficult for them as S.T. deducts some amounts from their wages for provident fund, family pension, C.T.D. etc. In short, Saving are automatically done for them from their wages in the form of institutional deductions.

Most of the drivers told that they will use their saving for their old age, for children's education and marriage, pilgrimage etc.

Some drivers are saving for acquiring houses and new property or to purchase consumer durable goods.

The drivers who have agricultural land, told that they will use their savings to purchase land, bullocks etc.

The drivers whose family members are in business told that, they will use the savings for improving and expanding business.

DEBT PROFILE :

More than 78% of the drivers are indebted. The average debt is Rs. 10792.

CAUSES OF DEBT :

Most of the drivers had taken loan. The main causes are :
house building, medical expenditure, education and marriage of
sons and daughters, improving and expanding business, purchase of
new lands, bullocks etc.

2) INSTITUTIONS FOR DEBT :

The drivers can take loan from provident fund, S.T. workers
cooperative bank, or S.T. workers cooperative society. The drivers
can take loan from rupee fund also.

Most of the drivers have taken loan from S.T. workers
cooperative bank or S.T. workers cooperative society.

Most of the drivers told that, to take loan from provident
fund is more suitable for them.

3) CO OPERATIVE SOCIETY :

Most of the drivers told that they had started a cooperative
society for them. They get all types of foodgrains, stationery,
and other consumer durables from this society at resonable rates.

D) Chapter : V : deals with trade union profile.

1) MEMBERSHIP :

94.73% of the sample drivers are the members of trade union
Most of them (i.e.59.21%) are the members of S.T. workers union

4 drivers (5.26%) drivers are not the members of any trade union as they work on daily wages.

2) POLITICAL AFFILIATION :

More than 92% drivers do not know the federation to which their trade union is affiliated on state and national levels.

3) MEMBERSHIP FEE :

94.33% drivers pay membership fee of their trade union regularly. Some drivers pay Rs. 12. and others pay Rs. 24 per year as a membership fee of their trade union.

76.31% drivers do not know the number of members of their trade union.

Only 5 (i.e. 6.21%) are the office bearer of their trade union.

Most of the drivers told that, they are satisfied with the functioning of their union.

84.21% drivers told that, their trade union management works democratically.

Most of the drivers have good opinion about their trade unions leadership.

4) STRIKES :

Most of the drivers had participated in strike. The main causes of their strike are increase in wages, increase in working

hours, injustice on workers, out dated buses, etc, most of the strikes of drivers have succeeded in achieving the objective.

The decision of strike is taken after the discussions between S.T. management and trade union leaders. Most of the strikes are settled by the discussion between S.T. management and trade union leaders. Most of the drivers give contributions to their trade union for trade union fund, vehicle fund, building fund etc.

Most of the drivers told that their union undertakes welfare programmes for the workers. ←

89% drivers told that their trade union gets participation in management.

THE SUGGESTIONS :

The main suggestions that emerge from this study are as under.

- 1) Attempts should be made to improve economic strength of the unions by increasing membership fee.
- 2) The unions should undertake more welfare activities on a regular basis.
- 3) The unions should try to organise cooperative housing societies and demand substantial loan assistance at very low rate of interest from the S.T. corporation.
- 4) Efforts should be made to evolve a method of inter union discussions on a permanent basis.