

CHAPTER - VI

CONCLUSIONS AND RECOMMENDATIONS

This chapter presents major conclusions and recommendations,

1) From the study, it is clear that the establishment of sugar factories as a co-operative venture is gaining momentum in India in general and Karnataka in particular,

2) HALSUGAR which is located at Nipani in Belgaum district of Karnataka state has favourable environmental conditions for sugar cultivation. The data points out that the soil, climate, irrigation and transport facilities around Nipani are encouraging factors for growing sugarcane,

3) The factory was registered in 1981 under Karnataka co-operative Act (Act of 1959 and 1965). The factory started production from 1986 onwards,

4) Shri Baburao Balwantrao Patil, Budihalkar was mainly responsible for the establishment and progress of HALSUGAR. In other words, the study points out the importance of leadership which was proved essential for organising this enterprise at Nipani,

5) The area of operation of HALSUGAR consists of 118 villages of Chikodi Taluka of Belgaum District. The data points out that socio-economic conditions of shareholders including Board of Directors is quite sound. The study makes it clear out of 100

shareholders and 36 Board of Directors only a very few have less than 4 acres of land. Majority of shareholders and Board of Directors have average land holding of 5 acres. Moreover most of the shareholders and Board of Directors have minimum level of Education qualification. Only 18 people are illiterate out of 100 sample shareholders. This indicates that, awareness regarding benefit of co-operative effort is comparatively easy to inculcate in them by the local leaders.

6) The data points out that the size of the factory is a moderate one. It is neither big to handle administratively nor small to run under loss. The factory has reasonably enough number of technical staff to look in to technical matters. By employing required number of technical persons the factory is able to progress. It will continue to contribute for the progress of the factory. The Board of Directors and Managing Director have good relationship with each other and there is no incident of contrary nature on record.

7) Factory in its internal working has introduced the principle of democracy and decentralisation. This is reflected by the various committees constituted by the factory. This is one of the factor which led to the smooth working of the factory.

8) The factory has employed both permanent and seasonal staff. The factory was supposed to employ permanent staff in certain proportion both at managerial and labour side. However the data

shows that the factory has not employed requisite number of persons on permanent basis. But it should be carefully noted that when compared to managerial staff, most of the labour force is on temporary/seasonal basis. There is a demand from the labour union of this factory that the seasonal employees who have put forth requisite years of service should be made permanent. This issue should be favourably considered by the management. If not, in due course employees may become uneasy regarding their security of employment and it may cause labour trouble. The signs in this regard are noticed by the researcher.

9) The factory within a small span of time taken due care of its employees. It has sent its employees for training which will help in developing the talents of the employees. In the long run, this will benefit the factory in its production and efficient management. The factory has provided reasonable favourable working conditions for its labourers by providing enough space, air and lighting, canteen and medical facilities. It is also following the prescribed rules regarding monetary benefits like provident fund, Gratuity, Bonus and Retirement benefits to its employees, leave and holiday facility provided by the factory is adequate.

10) The factory has made noticeable impact on the shareholders and people alike in its area of operation. Due to the establishment of HALSUGAR the cropping pattern and method of

cultivation underwent noticeable change. Now most of the people in the area have replaced tobacco cultivation by sugarcane cultivation. They are using various new agricultural implements for cultivation. Due to HALSUGAR factory area of sugarcane cultivation went up from 360 acres to 14818.20 acres within short period of 5 years.

11) The establishment of HALSUGAR has slowly introduced modernization in agriculture in the area of its operation. The shareholders of the factory are benefited by the Hybridseeds (Co,671) supplied by the factory which help them to obtain more tonnes than the native seeds per acre.

12) The factory also supplies bulldozer for land leveling on rental basis and tractor for other agricultural operation. Ofcourse bulldozer and tractor helps only big farmers in the area the farmers are not much benefited who are having small landholding cannot avail of this benefit.

13) The establishment of HALSUGAR led to having various co-operative and private pipelines and irrigation schemes in the area. Gradually the importance of water management for cultivation is developing in the minds of the farmers of the area.

14) The most interesting development that has taken place in the operational area of the factory is that the people are slowly coming out of the exploitation of money lenders and rich people.

15) All the sample respondents in the study expressed that due to the establishment of this factory they are now not the victims of jaggery market. Earlier money lenders and merchants controlled jaggery market. Now the factory assure a reasonable and favourable price for sugarcane. This has also reduced the risks involved in sugarcane cultivation.

16) HALSUGAR has created new employment opportunities directly and indirectly for local people. The factory helps them in acquiring new skills and attitudes through working in the factory. It is also providing political awareness and education among the members at the factory and its workers and through them to the local area of its operation.

17) Out of 100 sample shareholders 60 % shareholders are enjoying modern comforts as found in Table No. 5.9. This indicates that the factory has brought economic prosperity to the region.

18) The most important factor which contributed for the successful working of HALSUGAR is loyalty of its shareholders to the factory. The membership of shareholders increased from 4363 in 1986-87 to 10641 in 1993. This shows that the factory has acquired name and fame in its area and as a result it is attracting the people of the area to become its shareholders.

19) HALSUGAR is free from scandles involving misappropriation of fund neither by the Board of Directors nor by its officials, However, the factory is involved in minor incidents regarding appointment and removal of labour force,

20) HALSUGAR'S success in the co-operative sector leads us to conclude that co-operatives are the best and suitable farm of organisation for the agricultural processing industry in India, The democratic principles and decentralisation of power introduced in this organisation may hope to lead the people of area to understand the benefit of co-operative venture, The political awareness and education created through election in the factory will go a long way to strengthen the democratic ideas and democratic polity,

