

CHAPTER - 4

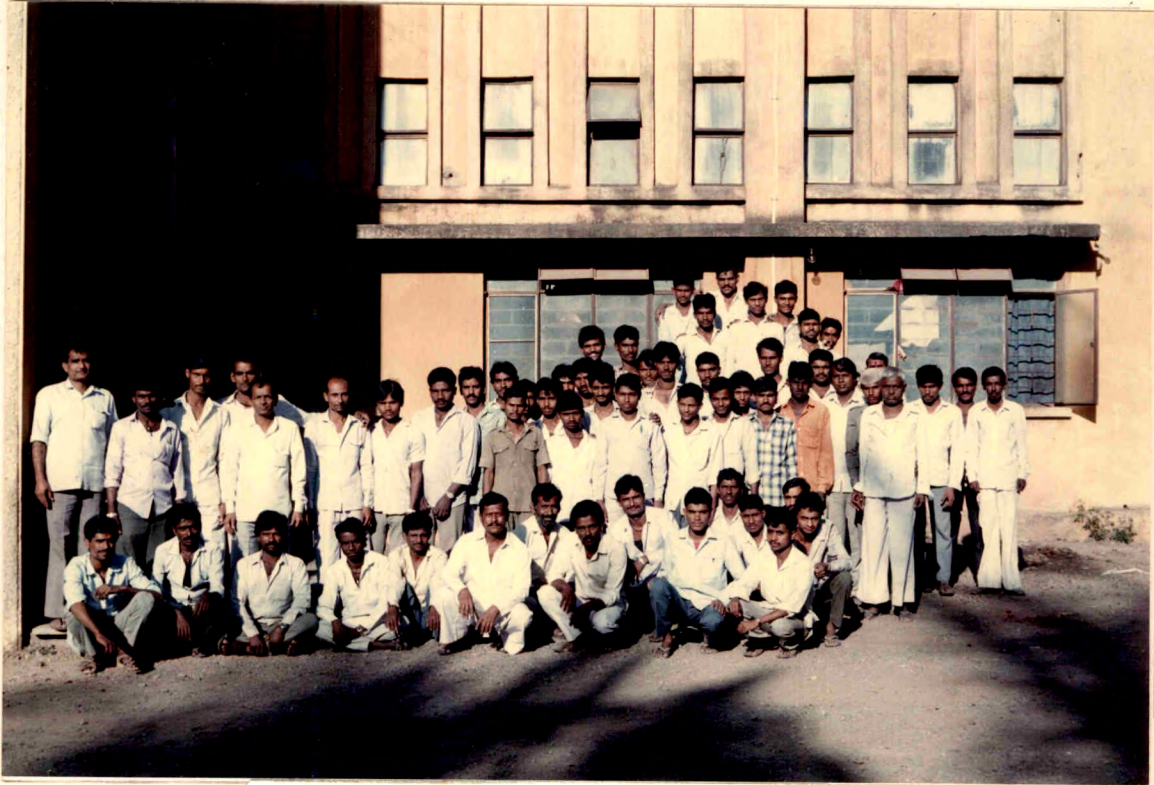
SOCIO-ECONOMIC BACKGROUND OF WORKERS

4.1 INTRODUCTION :

After looking into the details of the methodology adopted for the present study, it will be appropriate to present the socio-economic background of the workers in Maharashtra Vidyut Upakarne Utpadak Audyogik Sahakari Society Ltd., Nerla. The socio-economic background of the workers is presented with reference to place of birth, place of residence, sex, age, caste, religion, mother-tongue, marital status, number of children, type of family, size of family, education, monthly salary, nature of the employee's service, level of the skill, property owned and fathers' and grandfathers' occupations. The following sections deal with these aspects in detail.

4.2 SEX AND EDUCATION :

In India, particularly in rural areas the literacy is very low. The present factory is situated in the rural area, therefore it was assumed that the literacy among the workers may be low and this may be more in the case of female employees. On this background the information was asked about the level of education they had and the details on both these aspects are presented in Table 4.1.



MALE WORKERS IN THE FACTORY

TABLE 4.1
SEX AND EDUCATION OF WORKERS

Sex	Education			Total
	upto primary	upto S.S.C.	Graduate	
Male	22 (31.9)	44 (63.8)	3 (4.3)	69 (75.0)
Female	13 (56.5)	8 (34.8)	2 (8.7)	23 (25.0)
Total	35 (38.0)	52 (56.5)	5 (5.4)	92

The table clearly indicates that majority of workers were male workers and they had educational level upto S.S.C. The table indicates that the proportion of female workers having upto primary and graduate level of education was more than male workers. On the other hand the male workers were having more proportion for the educational level upto S.S.C. than female workers. Thus the table indicates mixed picture about sex and level of education. The only noticable thing from the table is that no worker from the factory is illiterate. Thus the factory has been able to attract workers from fairly educated strata of the society.

4.3 AGE AND MARITAL STATUS :

In India the phenomena of industrialization has started in the decade 1850-60 under the British rule and the planned industrial development has been started under the five-year plans after independence. Therefore it is assumed that modern industries might have attracted younger

workers. The age of an worker has got important influence on the commitment to the employment. Here on this background, the details regarding age and marital status of the workers are presented in Table 4.2.

TABLE 4.2
AGE AND MARITAL STATUS OF WORKERS

Age	Marital status			Total
	Married	Unmarried	Widowed	
18-20	2 (11.1)	16 (88.9)	-	18 (19.6)
21-30	26 (57.8)	18 (40.0)	1 (2.2)	45 (48.9)
31-40	23 (92.0)	1 (4.0)	1 (4.0)	25 (27.2)
41-50	4 (100.0)	-	-	4 (4.3)
Total	55 (59.8)	35 (38.0)	2 (2.2)	92

The table clearly indicates that the majority of workers were in the age groups of 18-30 and were married. The unmarried workers were mainly from the age group of 18-20 whereas the unmarried workers were mainly from 21-30 age-group. The widowed workers were in the age groups of 21-30 and 31-40. Thus the table indicates relationship between age of the workers and marital status.

The another trend which has been emerged from the table is that majority of the workers in the age group of 18-30. Thus there were more younger workers in the present factory. It also confirms the trend that modern industrial units have attracted comparatively more younger workers than old workers.



FEMALE WORKERS IN THE FACTORY

4.4 PLACE OF BIRTH AND RESIDENCE :

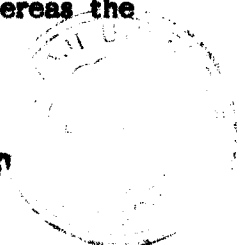
After looking into the details of personal background like sex, education, age and marital status, it will be appropriate to look into the details of migration pattern, if any amongst the workers in the bulb factory. It was assumed that the bulb factory must have drawn majority of its workers from the surrounding rural areas. So the place of birth was classified into rural and urban. Again the place of residence was classified into rural and urban. The workers were asked their place of birth and place of residence. The details on these aspects are presented in Table 4.3.

TABLE 4.3

PLACE OF BIRTH AND RESIDENCE OF WORKERS

Place of Birth	Residence		Total
	Rural	Urban	
Rural	86 (100.0)	-	86
Urban	3 (50.0)	3 (50.0)	6
Total	89 (96.7)	3 (3.3)	92

The table clearly indicates that majority of the workers were born in rural areas and they have also place of residence in rural areas. This trend is due to the fact that the workers have born in Nerla village, neighbouring villages like Peth, Kallamawadi, Kasegaon etc. and have been working in Nerla village. The another trend indicates that out of 6 workers 3 were born in urban areas and they have migrated to Nerla, whereas the



remaining three workers were born in the places like Karad, Islampur and they have continued to stay there. On the whole, the table indicates rural background of the workers.

The present factory is situated in rural area and the workers from surrounding rural areas have taken the employment of industrial work in the factory.

4.5 LEVEL OF SKILL :

To classify the skill levels, the definition was followed as under. The Minimum Wages Act, 1948 is having four categories, viz., i) highly skilled ii) skilled, iii) semi-skilled and iv) unskilled. In the present factory there was no highly skilled employee. According to the minimum wages Act 1948 "the categories are explained as follows : (i) A skilled employee is one who is capable of working independently and effectiently and turning out accurate work. He is capable of reading and working on simple drawing, if necessary. (ii) A semi-skilled employee is one who has sufficient knowledge of that trade to be able to do repetitive work and simple job with the help of tools and/or machines. (iii) An unskilled employee is one who does work that involves the performance of simple duties which require the exercise of little or no independent judgement or previous experience although a familiarity with the occupational environment is necessary." The workers asked about the level of skill and the information indicates that 19 (20.7) workers were skilled, 35 (38.0) were semi-skilled and 38 (41.3) were unskilled. Thus nearly half the factory workers were in the unskilled category.

4.6 NATURE OF EMPLOYEE'S SERVICE AND MONTHLY SALARY :

As noted earlier, half of the employees were unskilled. The level of skill influences on the nature of employment and monthly wages. The industrial workers are having steady income in the form of monthly wages. This situation is better than agricultural workers. On this background the workers were asked to report their monthly income in the factory. This has been seen in relation to nature of employees service. Majority of the workers 65 (70.5) were in temporary service grade. These workers were getting monthly salary in the range of Rs. 300-600. There were 16 (24.6) workers having monthly salary of Rs.300-400, 33 (50.8) workers were having monthly salary of Rs. 401-500 and again 16 (24.6) workers were having monthly salary of Rs. 501-600.

There were 27 permanent workers in the factory and majority of them 17 (63.0) were getting monthly salary of Rs.1101-1300. Apart from that, 7 (25.9) workers were getting monthly salary of Rs.700-1100 and only 3 (11.1) workers were having highest monthly salary of Rs.1301-1700.

Thus it is clear that, monthly salary is related to nature of the service, if the workers is temporary he received less monthly salary and if the workers is permanent he received more monthly salary.

4.7 TYPE OF FAMILY AND SIZE OF FAMILY :

The family type is here categorized into two classes : (i) nuclear family includes a respondent, his wife and unmarried children, (ii) the joint family indicates that there are more than two couples alongwith their children and other relatives residing in household. Thus on the basis of

relations to the members of family where the respondent was residing, the family type was determined. On this background, the workers were asked about the type of family in which they were residing and the number of members in their family. The details on these two aspects are presented in Table 4.4.

TABLE 4.4

TYPE AND SIZE OF FAMILY OF WORKERS :

Type of family	Size of family				Total
	1-5	6-10	11-15	16-20	
Joint family	38 (49.4)	30 (39.0)	7 (9.1)	2 (2.6)	77 (83.7)
Nuclear family	15 (100.0)	-	-	-	15 (16.3)
Total	53 (57.6)	30 (32.6)	7 (7.6)	2 (2.2)	92

The table indicates that majority of the workers were from joint families and the remaining workers were from nuclear families. Majority of the workers were having size of their families in the range of 1-5 members. When the type of family is seen in relation to the number of members it indicates that all the workers having nuclear families were having 1-5 members whereas in the joint families, majority of the workers were having family members in the range of 16-20. The table thus indicates dominance of the joint families in the rural areas which is true for Nerla and surrounding villages. The joint family is the characteristic of Indian

society. The process of industrialization has influenced structure and functions of family. It is assumed that industrialization has disintegrated the joint family. But the trend which has emerged from the present study is not matching with the assumption. This may be due to the fact that the bulb factory is situated in the rural area.

4.8 RELIGION AND MOTHER-TONGUE :

The information from the workers indicates that there were 82 Hindu workers and 5 Nav-Buddh workers. All these 87 (94.6) workers were having Marathi as their mother-tongue. The remaining 5 (5.4) Muslim workers having Urdu language as their mother-tongue.

4.9 RELIGION AND NUMBER OF CHILDREN :

Religion is one of the important institution and it influences on the life style of the individuals in the society. The industrial workers are also influenced due to religion. There is a belief that in certain religion there is no restriction of family planning; therefore in such religion the number of children may be more. On this background, the question was asked about the number of children the workers had and the data on this aspect alongwith religion are presented in Table 4.5.

The table indicates that for more than 1/3 of the workers the question was not applicable as they were unmarried. The proportion based on religion indicates that Muslim were having higher proportion in the case of no children and 1-2 children compared to other religions. Nav-Buddh workers were having higher proportion in case of 3-4 children than other religions and Hindus were having higher proportion in having 5-6 children than other religions.

TABLE 4.5

RELIGION AND NUMBER OF CHILDREN

Religion	Number of children				Total	
	Not applicable	No children	1-2	3-4		5-6
Hindu	34 (41.5)	13 (15.9)	20 (24.4)	14(17.1)	1 (1.2)	82 (89.1)
Muslim	-	3 (60.0)	2 (40.0)	-	-	5 (5.4)
Nav-Buddh	1 (20.0)	2 (40.0)	1 (20.0)	1 (20.0)	-	5 (5.4)
Total	35 (38.0)	18 (19.6)	23 (25.0)	15 (16.3)	1 (1.1)	92

The data from the table does not show relation between certain religion and more number of children due to no family planning restriction.

4.10 CASTE/RELIGION AND LAND :

The industrialization in India started during the British rule. In this earlier phase of industrialization, the people from lower castes have accepted the industrial work. But this trend may not be true in the recent days after independence. It is necessary therefore to analyse the ⁺case composition of the workers in the factory. On this background, the workers were asked about the caste/religion and land the owned and the data in this regard are presented in Table 4.6.

The table indicates that majority of the workers were belonging to Maratha caste. Apart from that, the proportion of Harijan, Mall, Muslim workers was more than Bhol, Nhavi, Parit, Vanjari, Dhanagar, Chambhar, Brahmin, Tell, Mang and Kumbhar workers. The table also indicates that nearly 1/3 of the workers were having no land; amongst those who were having land majority of them had land upto 2 acres only either bagait or jirait or jirait bagait combine.

When the caste is seen in relation to land, the table indicates that majority of the Harijan, Muslim, Vanjari, Chambhar, Tell and Mang were having no land and on the opposite hand when the bagait land of 3-5 acres and 6-10 acres is seen, all workers in this category were from Maratha and Brahmin castes. The table also show blank cells as the number of the caste and categories of land ownership are more.

TABLE

TABLE 4.6

CASTE/RELIGION AND LAND OF WORKERS

Caste	L a n d								Total
	No land	Jirait 2 acres	Jirait 3-5 acres	Bagalt 2 acres	Bagalt 3-5 acres	Bagalt 6-10 acres	Jirait + Bagalt 2 acres	Jirait + Bagalt 3-5 acres	
Maratha	13 (23.6)	13 (23.6)	1 (1.8)	11 (20.0)	4 (7.3)	2 (3.6)	9 (16.4)	2 (3.6)	55 (59.8)
Harijan	4 (66.7)	2 (33.3)	-	-	-	-	-	-	6 (6.5)
Bhol	1 (50.0)	1 (50.0)	-	-	-	-	-	-	2 (2.2)
Mali	2 (40.0)	-	-	1 (20.0)	-	-	1 (20.0)	1 (20.0)	5 (5.4)
Nhavi	-	1 (25.0)	-	3 (75.0)	-	-	-	-	4 (4.3)
Muslim	3 (60.0)	1 (20.0)	-	-	-	-	1 (20.0)	-	5 (5.4)
Parit	-	1 (100.0)	-	-	-	-	-	-	1 (1.1)
Vanjari	2 (66.7)	-	1 (33.3)	-	-	-	-	-	3 (3.3)
Dhanagar	-	-	-	2 (100.0)	-	-	-	-	2 (2.2)
Chambhar	1 (100.0)	-	-	-	-	-	-	-	1 (1.1)
Brahmin	1 (33.3)	1 (33.3)	-	-	1 (33.3)	-	-	-	3 (3.3)
Teli	1 (100.0)	-	-	-	-	-	-	-	1 (1.1)
Mang	1 (100.0)	-	-	-	-	-	-	-	1 (1.1)
Kumbhar	1 (33.3)	1 (33.3)	1 (33.3)	-	-	-	-	-	3 (3.3)
Total	30 (32.6)	21 (22.8)	3 (3.3)	17 (18.5)	5 (5.4)	2 (2.2)	11 (12.0)	3 (3.3)	92

Majority of the workers were from Maratha caste. It is natural as according to 1941 Census, Maratha caste constituted more than 1/3 of Maharashtra's population. The village artisans have accepted the industrial work. The Brahmin have also accepted the industrial work. This can be noted as a significant thing. Here it may be noted that the "Brahmin youths are now taking to education and to jobs in cities and towns. Looking to this change one feels assured that this class would ably emerge from the transitional anomaly and sufficiently adapt itself to the changing condition."¹ Thus it can be said that the caste composition of the industrial workers is undergoing a change. The industrial workers are not only from lower castes but they are also from higher castes. Thus we find social mobility and work force which is mixed one. The relationship between caste and agricultural land indicates the continuation of land caste relation. The caste which were closely associated with the agricultural occupation as a owner of land have got the agricultural land whereas the 12 balutedars were having no land and this was true in the present study also.

4.11 OCCUPATION BACKGROUND OF TWO EARLIER GENERATIONS :

Majority of the workers were having agricultural land. This indicates that the earlier generations of workers may be engaged in agricultural occupations. The attempt has been made to analyze occupations of two earlier generations. The workers were having industrial job. One of the usual component of the measurement of intergenerational mobility is father's occupation. The difference in the socio-economic standing of the jobs indicates social mobility. The workers were asked about the details regarding occupation of their father and grandfather and the details on the occupation of two generations are presented in Table 4.7.

TABLE 4.7
OCCUPATION BACKGROUND OF TWO EARLIER GENERATIONS

Occupation of father	Occupation of grandfather						Total
	Land owner	Land owner + Land labour	Service	Occupation	12 balu-tedar	Land owner + 12 Balu-tedar	
Land owner	54 (94.7)	-	2 (3.5)	1 (1.8)	-	-	57 (62.0)
Land owner + Land labour	1 (16.7)	5 (83.3)	-	-	-	-	6 (6.5)
Land labour	-	-	-	-	-	-	6 (6.5)
Service	4 (36.4)	1 (9.1)	-	1 (9.1)	3 (27.3)	-	11 (12.0)
Occupation	-	-	-	5 (100.0)	-	-	5 (5.4)
12 Balutedar	-	-	-	-	6 (100.0)	-	6 (6.5)
Land owner + 12 balutedar	-	-	-	-	-	1 (100.0)	1 (1.1)
Total	59 (64.1)	6 (5.5)	2 (2.2)	7 (7.6)	9 (9.8)	1 (1.1)	92

The table indicates that in the case majority of the workers the earlier two generations were owning their land. When the occupational mobility of two generations was analyzed, in majority of the workers (77), we find no occupational mobility in the earlier two generations and this was mainly in the categories of ownership of land, ownership of land and landlabour, land labour, occupation, twelve balutedar and own land plus balutedar. In the case of the remaining (15) workers, there was occupational mobility which is clear from the table. The table also indicates that there was no workers whose father or grandfather was engaged in factory as a worker. Thus the present generation worker show occupational mobility from agriculture to industrial sector.

4.12 OWNERSHIP OF HOUSE :

After looking into the details of landed property, it will be appropriate to look into the details of house property. The housing is related to the production in industry. Giri had explained that "good houses mean the possibility of healthy home life and happiness. Deplorable conditions of housing have a definite adverse effect on the health and efficiency of the people. Bad houses spell squalor, drink, disease, immorality and crime. Housing and health are interconnected and both influence efficiency, which in turn leads to increased production."² On this background, the workers were asked about the ownership of the house. The information indicates that 81 (88.00) workers were having own houses whereas only 11 (12.0) were having rented houses. The housing situation seems to be better for the industrial workers as the factory is situated in rural area and the workers own their houses.

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