

CHAPTER - VI

**CONCLUSIONS, OBSERVATIONS
& SUGGESTIONS.**

CHAPTER - VI

CONCLUSIONS, OBSERVATIONS AND SUGGESTIONS

6.1 CONCLUSIONS:

On the basis of the various aspects studied in the foregoing Chapters about the working life of the seasonal workers of Shri Chhatrapati Rajaram Sahakari Sakhar Karkahana Limited, Kolhapur, the following conclusions have been drawn.

1. PERSONAL DATA:

- (i) Sex: As most of the work in this factory is of strenuous nature and is expected to be carried out by the persons having the requisite physical fitness, it is found that there are only male respondents.
- (ii) Age: Capacity of the worker to do the strenuous work is dependent on the age. From the personal data, it was found that 40% of the workers are from the age-group of 39-48 years, followed by 37.14% from the age-group of 29-38 years. These workers belong to the productive age group.
- (iii) Marital status: All the seasonal workers in the sugar factory were found to be married.
- (iv) Education: It is found that 55% workers are educated upto the secondary level, 90.29% have received primary education, 10.71% are graduates, and 10% are uneducated.

However, none of them is a trained worker.

- (v) Period of Service: From the data collected, it is found that majority of the workers, i.e. 25.72% have put their service from 11 to 15 years, followed by this group of workers, namely, 25% who have put in their service between 16 and 20 years. It means most of the seasonal workers are highly experienced and it is painful to note that they have remained seasonal workers for all these years.

Most of the workers in this factory were in need of service. All the total respondents accepted the job, as there was no alternative before them.

- (vi) Mode of conveyance: Of the total seasonal workers, majority of the workers (78%) come to the factory on bicycles.

- (vii) Departments: Of the total respondents, 35.71% are working in the Manufacturing Department, followed by 22.86% in the Engineering Department.

- (viii) Salary: Majority of the seasonal workers, that is, 28.57% draw their salary between Rs.1900 and 2000 per month, followed by 20% drawing their salary between Rs.1700 and 1800. The salary is not sufficient to meet the family needs of the respondent seasonal workers.

2. FAMILY BACKGROUND:

- (i) Nature of the family: From the data, it is found that 73.57% workers live in undivided families.

Of the total workers, 42.14% have a medium size family, with 3 children in the family. This is due to the nearness of the factory to Kolhapur city.

- (ii) Agriculture: The majority of the seasonal workers that is 64.29%, are landless, and 35.71% have their own land. Of the total seasonal workers, 92 landless and of the remaining 20 seasonal workers, hold land between 2 to 3 acres and 21 seasonal workers hold land between one Biggha to one acre.

3. WORKING CONDITIONS:

- (i) It is found that majority of the seasonal workers are satisfied with the working conditions available in the factory.
- (ii) Weekly Holiday: Most of the workers (115) are getting a weekly holiday in this factory and others are not getting this facility as they are asked to work on daily wages basis even on their weekly holiday.
- (iii) Leave facilities: Majority of the seasonal workers are getting leave facilities, but the workers prefer to work even on those days, as they get additional wages for the same.

4. WELFARE FACILITIES:

- (i) Washing allowance and House-rent: Washing allowance and the house-rent facilities are given to the workers in this factory. Washing allowance is paid at the fixed rate

and the house-rent allowance depends on the monthly salary of the worker, as the factory does not provide housing facility to its workers.

- (ii) Rest-room Facilities: All the seasonal workers are getting the rest-room facilities.
- (iii) Canteen Facilities: Canteen facilities are made available to the workers of this factory. The canteen is run on contract-basis. Majority of the workers are not satisfied with the canteen rates and the cleanliness.
- (iv) Medical facilities: It is found that first-aid medical facilities are available in the factory. The workers feel that provision of a hospital with modern equipment for workers and their families should be made.
- (v) Recreation: It is found that recreational facilities are not available in the factory.
- (vi) Education: it is found that educational facilities for the children of the seasonal workers are not provided by the factory.
- (vii) Housing facilities: Housing facilities are provided to the seasonal workers by the factory.
- (viii) Grain shop: It is found that the grain-shop facilities are not available to the seasonal workers in this sugar factory, hence the seasonal workers have to purchase foodgrains at the market rates from private grainshops.
- (ix) Provident fund facilities: All the seasonal workers in the factory are provided with provident fund facilities and gratuity.

(x) Bonus facilities: All the seasonal workers in this factory are getting bonus between 20% and 30% of their total salary.

5. FAMILY STATUS:

(i) Housing facilities: It is found that 106 workers are having their own houses. It means that due to the nearness to Kolhapur city, most of the workers have made their own arrangements for housing, as the factory has not provided for the same.

(ii) Amenities within the House: Most of the seasonal workers are getting water supply and electricity, and 45 workers have even cooking gas and 36 have WC facility.

(iii) Amenities near the house: In the case of the factory, due to its nearness to Kolhapur city, most of the seasonal workers are getting the facilities such as electricity, water-supply, retail shops, market, post-office, telegraph office, education and public transport, near to their residence.

(iv) Use of domestic articles: Due to the impact of citylife, as Kolhapur city is near to the factory, most of the seasonal workers enjoy facilities like radio and transistor, 52 of them have tables and chairs, and 53 have television sets in their homes.

6. RECREATION:

As the factory does not provide any recreational facilities

to the seasonal workers, they have to make their own arrangements for recreation.

Of the total workers, 103 go for movie sometimes, and 102 of them take interest in Marathi language and 103 in the Hindi language films.

Of the workers, 22 take interest in singing devotional songs, Bhajans and Bhavgeetas, 9 play musical instruments, 6 engage themselves in writing poems and dramas.

Habits: Addiction to a habit is a peculiar feature of the seasonal workers. It is important to note that 80 workers are away from such habits, and the remaining are addicted to chewing Pan-tobacco, smoking and drinking

7. CATTLE WEALTH:

Due to the seasonal nature of their work, the workers have to opt for other sources of income by having cattle wealth in the form of buffalos, cows and sheep and goats. This makes it possible for the workers to supply milk, both to the members of the family and the customers as well in order to get an additional income. Also, the family members of the seasonal workers take active interest in cattle rearing.

8. OFF-SEASON OCCUPATIONS:

In the case of the seasonal workers, after working for 6 to 7 months during the season, they have to look for other

sources of income during the off-season period. Out of the sample seasonal workers, 47 engage themselves in agricultural work, 40 work on others' land as they are landless, 28 look after cattle-rearing, 12 work in the factory on the daily wages. During off-season, these workers face extreme financial difficulties.

9. RETENTION ALLOWANCE:

The factory pays retention allowance to its seasonal workers during the off-season period. Out of the sample respondents, 49 being unskilled get 20% of their monthly salary as the retention allowance, 65 being semi-skilled get 30% of their monthly salary and the remaining 26 being skilled workers, get 50% of their salary as the retention allowance.

10. INDEBTEDNESS:

In this factory, 93.57% of the total seasonal workers are indebted. Out of the sample respondents, 92 had borrowed the money from their provident fund account, 86 from the cooperative societies, 37 from banks, friends and relatives and 30 from the moneylenders.

Of the indebted seasonal workers, majority (92) had borrowed the money to meet the household expenditure, 42 had borrowed the money to meet the expenses of their own marriage or of the brothers and sisters.

Out of the total workers, 75.71% repay their loans from the salary and bonus. None of the workers have tried to evade the repayment.

OPINION OF THE WORKERS ABOUT THE MANAGEMENT'S POLICY:

- (i) Recruitment: Most of the seasonal workers are satisfied with the recruitment policy.
- (ii) Promotion: It is found that the seasonal workers are recruited as coolies initially, and afterwards, they are promoted to the posts water-attendant, boiler attendant, sulphur attendant, etc. It means that the workers are promoted in the same rank as they are asked to do the physical work during their service. A few seasonal workers are even graduates, but they are not promoted to the upper ranks.
- (iii) Training: In this factory, no separate training department is working and hence, there is no separate provision to train the workers. Most of the recruited workers are asked to avail of the 'on-the-job' training.
- (iv) Trade Union:
In this factory, only the 'Lal Bawata' trade union is in existence, all the workers in the factory are satisfied with the functioning of their trade union.

COOPERATIVISATION OF THE FACTORY:

The factory was cooperativized in the year 1985. The workers feel that the cooperativization is a good step from

their point of view, but so far they have not received any benefits of cooperativisation.

6.2 OBSERVATIONS:

1. Wages: As described in the previous Chapter, the seasonal workers are paid wages according to the recommendations of the IIIrd Wage Board. Though the wages are satisfactory, it is observed that as the seasonal workers work in the factory for 6 to 7 months, they can manage their family expenditure budget. But during the off-season period, they get retention allowance of 20% to 50% of their monthly salary, which is not sufficient to meet their family expenditure as the sugar factory is near to Kolhapur City. The workers have to meet their needs at higher cost and the wages paid to them are insufficient to meet their regular expenditure.
2. Health Problem: Majority of the seasonal workers are engaged in the Manufacturing and Engineering Departments and the nature of their work is physical. Though the working conditions in the factory are satisfactory, many of the seasonal workers, due to their lower level of income, cannot take regular and proper medical treatment during their sickness. The family budget does not allow them to spend much on the medical treatment.

3. Housing Facilities: As described in the previous Chapter, this factory is not providing housing facilities to its seasonal workers, and most of them have made their own arrangements of housing. Some of the workers live in rented houses, and a few workers are unable to pay the rent at the higher rate and hence, are forced to reside in the slum areas.
4. Retention allowance and Incentive: As described in the earlier Chapter, a special allowance, that is, retention allowance is paid to the seasonal workers during the off-season to maintain the continuity in their service. It is observed that the retention allowance paid is meagre as workers cannot satisfy their family needs during the off-season period with the retention allowance. In the case of a sugar factory, it is worthwhile to give incentive to the workers in the form of prizes, cash awards and the provision of family needs at concessional rates, as it is useful to the cane crushing capacity utilization and increase in the sugar recovery percentage. However, in the case of this factory, after its cooperativisation in the year 1985, incentive was provided in the form of cash-awards during the first two years, but now it is totally stopped.
5. Problem of Promotion: As mentioned in the previous Chapter, the seasonal workers are recruited as coolies and as per need, they are promoted to the posts of

boiler-attendant, sulphur-attendant, water-level attendant, lab.boy. This helps to reduce their hardship, but no additional or higher pay is given. Majority of the seasonal workers are educated and some of these workers are educated and some of these workers are graduates, but the provision for their promotion to the higher ranks is not available.

6. Recreational Facilities: As discussed in the previous Chapter, no recreational facilities are available to the seasonal workers during the crushing season or after the season. It is observed that such facilities are not provided even to the regular workers.
7. Problem of Family Health: As an agency of a social welfare, sugar cooperatives are expected to provide medical and health facilities to the families of the workers. It is observed that this factory is not providing medical and other facilities to the workers and their family. Due to this, the financial constraints of the seasonal workers increase.
8. Problem of Educational Facilities: As the sugar cooperatives are the media of social welfare and they are expected to work for educating the masses, including children of the seasonal workers. It is found that this factory has not made any provision for education of the workers' children.

9. Problem of Safety:As observed in the previous Chapter, provision of safety devices to protect eyes, ears, heads, hands, chest and legs during the manufacturing process should be made. This factory is not providing such safety devices to seasonal workers.

6.3 SUGGESTIONS:

1. The seasonal workers of the sugar factory have to work for 6 to 7 months and during the off-season, they have to search for another job to meet their family needs. As the wages paid to the workers during the season are satisfactory, it is necessary to make such provision that during the off-season, they will get salary equal to the average pay received during the working season period. This will improve their economic conditions and it will be helpful to them to meet their family expenditure.
2. Though the working conditions in the factory are satisfactory, it is necessary to provide them with the medical facilities during the off-season. For this purpose, it is suggested that after the completion of the season, a free medical check-up be made available to the workers, in order to find out prevalence of epidemic, if any, and to provide necessary medical facilities. This will improve their physical fitness.

3. As sugar factory is a cooperative sugar institution and its main objective is social upliftment of the people residing under its command area, it is one of the obligation of the factory to provide housing facilities to the workers near the factory area. This will help the workers to attend the duty without delay during journey which will maintain physical fitness and work, which will be helpful to the factory to increase its productivity.
4. The sugar factory pays the retention allowance from 20% to 50% of the monthly salary, depending upon the length of service, to the seasonal workers. This is against the principle of equity. It is suggested that the retention allowance at an equal rate should be paid to the workers. This will be helpful to improve their economic conditions.

In addition to this, an increase in capacity utilization and average sugar recovery percentage, a scheme of providing incentive to the workers should be introduced.
5. Service promotion is not available to the seasonal workers. It is worthwhile to initiate promotion scheme for the seasonal workers, under which the workers who are undergraduates and graduates, should be promoted to the clerical or equivalent cadre.
6. Provision of the recreational facilities to the workers after the work and during off-season is a must, as it

helps to reduce fatigue and tension of the work. It is suggested that a department looking after the provision of the recreational facilities under the supervision of a Labour Officer should be started forthwith, a provision of library, television, radio, indoor- and outdoor games, should be made available.

7. In continuance with the above suggestions, it is suggested that a provision of primary, secondary, higher secondary education and higher education at the factory site and a provision of school-uniforms and books to the children of workers should be made.
8. A cooperative sugar factory is a social institution and it is its responsibility to look after the health of its workers and the population coming under its command area; for this purpose, it is suggested that factory should start a hospital with modern equipment and medical services at concessional rates.
9. Safety of the workers is the primary responsibility of the sugar factory; for this purpose, it is suggested that the provision of the safety devices to the workers, when they are on work, should be made and their use should be made compulsory.
10. A cooperative sugar factory owes the responsibility of looking after the health of the workers. It is, in this direction, suggested that a scheme for converting seasonal services of a worker into full-time regular service be prepared and implemented.