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C H A P T E R   III

3.1   Age.

3.2   Education.

3.3   Caste and Religion.

3.4   Experience.

3.5   Nature of Job.

3.6   Monthly Payment.

3.7   Native Place.

        References.

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C H A P T E R   III

:   SOCIAL CHARACTERISTICS OF WORKERS :

INTRODUCTION:

This chapter deals with the personal background
of the workers. The workers apart form being employees
in Dudhaganga Vedganga Sakhari Sakhar Karkhana Limited,
Bidri, were members of different social group in the
outside world. Therefore, the social characteristics of
workers specifically relating to items like age, education,
caste, experience, nature of job and residence, are
dealt with in detail in this chapter.

3.1   AGE:

The age of an employee has got an important bearing
on his attitude towards employment. The sample consisted
of the workers in age range of 18 to 41 above years. The
workers were distributed over four age groups as shown in
the table No.3.1.

TABLE No.3.1

Distribution of Workers according to their age-group

Sr. No.	Age Group	No.of Workers	Total
1.	18-25	3 (6.00)	3
2.	26-30	2 (4.00)	2
3.	31-40	29 (58.00)	29
4.	41- above	16 (32.00)	16
		50 (100.00)	50

Form this table it is clear that in general the proporation of younger 31-40 years was more (58 %) compaired to the age group above and below. In the remaining workers the proportion of workers having age group of 41 + above was more (32 %) when compaired to other groups.

3.2   EDUCATION:

As the rate of illiterate in the India is quite high. Knowledge is very essential and necessary in the life of man. Knowledge is the third eye of the man.

" The education of worker is something programetic. It has to meet the needs, it must not only help him, as an individual but also help him to increase his efficiency to participate in union affairs as well as Management affairs. Thus the workers needs not mere information but training to think and arrive at his conclusion on the problem facing him the industry and society"[1].

Taking into consideration of this importance of education of the workers, the education levels were analyzed.

The level of education were ranged from illiterate to above S.S.C. The levels of education were categorized

into four broad grouping like (1) illiterate (2) Primary
(3) S.S.C. (4) Diploma. The table showing the classification
between the age and education of respondent.

<div align="center">TABLE No.3.2</div>

<div align="center">Distribution of Workers according to Age and
Education</div>

Sr. No.	Age	Illiterate	Primary	S.S.C.	Diploma	Total
1)	18-25	-	-	2(4.00)	1(2.00)	3
2)	26-30	-	1(2.00)	-	1(2.00)	2
3)	31-40	3(6.00)	16(32.00)	5(10.00)	5(10.00)	29
4)	41-above	2(4.00)	11(22.00)	1(2.00)	2(4.00)	16
		5(10)	28 (56)	8 (16)	9 (18)	50 (100)

In the sugar factory the proportion of illterate
workers were 10 % . The propotion of primery level educated
56 %, and it was more as compair to other education level.
16 % of the workers were S.S.C. and 18 % of the workers
were Diploma holder.

3.3   CASTE:

Caste & Religion:

Different types of caste and religions people are
living together. The following table provides the picture
of different caste workers working in factory.

TABLE No.3.3

Distribution of Workers according to Caste and
Religion

Sr.No.	Caste/Religion	No.of Workers	Total
1)	Maratha	.. 40 (80 %)	40
2)	Mahar	.. 4 (8 %)	4
3)	Parit	.. 2 (4 %)	2
4)	Shimpi	.. 1 (1 %)	1
5)	Mulsim religion.	.. 2 (4 %)	2
6)	Gurav	.. 1 (2 %)	1
		50 (100 %)	50

The data shows that the majority of the workers
(80 %) are from Maratha caste. The remaining castes such
as Gurav, Mahar, and Parit, Simpi, and Muslim has morer
less similar proportion.

3.4   EXPERIENCE:

Experience is important factor in worker's life.
In practical working condition, they could get knowledge
about their job. Table is presented about job experience.
The following table showing the job experience of workers.

TABLE No. 3.4

Distribution of Workers according to their

Experience

Sr. No.	Experience in Years	No. of Respondent	Total
1)	1 - 5	3 (6 %)	3
2)	6 - 10	4 (8 %)	4
3)	11 - 15	19 (38 %)	19
4)	16 - 20	24 (48 %)	24
5)			
		50 (100 %)	50

From this table it is clear that nearly half (48 %) of the workers were having 16-20 years experience and majority (38 %) of the workers having 11-15 year's experience, and most (8 %) of the workers having (6-10) year's experience and remaining 6 % of the workers having 1-5 year's experience .

3.5   NATURE OF JOB:

There are two categories of workers i.e. permanent and temporary. These categories were taken for interview. These are analyzed as in the table No.3.6.

TABLE No.3.5

Distribution of Workers according to Nature of

Job.

Sr. No.	Nature of Job	No.of Respondent	Total
1)	Permanent Workers.	25 (50 %)	25
2)	Seasonal workers.	25 (50 %)	25
		50 (100 %)	50

From the above table it is evident that the nearly

500 workers were serving in sugar factory. Out of 500

workers, 50 workers were taken for sampling and out of

50, 25 workers were permanent and 25 workers were on

seasonal basis.

3.6 MONTHLY PAYMENT:

The monthly payment includeing basic wage plus

D.A. The monthly payment is presented in the following

table.

TABLE No.3.6

Distribution of Workers according to their

Payment

Sr. No.	Payment	No.of Respondent	Total
1)	300 - 400	1 (2 %)	1
2)	500 - 700	34 (68 %)	34
3)	800 - 1000	13 (26 %)	13
4)	1000 - above	2 (4 %)	2
		50 (100 %)	50

It is obvious from the above table that the 2 % of the workers were earing upto 300-400, Majority (68 %) of the workers were earing 500-700, 26 % of the workers were earing upto (800-1000) 4 % of the workers were earning upto 1200 above. (These workers were Engine Driver).

3.7 NATIVE PLACE:

The workers were asked information regarding their native place. The data is being analyzed to see how Dudhaganga Vedganga Sahakari Sakhar Karkhana Limited, Bidri, has drawn workers from the neighbouring villages and also from distant place. The native places of workers

were classified into (1) Karveer taluka (2) Budhargad
taluka (3) Kagal taluka (4) Radhanagiri taluka and
(5) Kolhapur district.

TABLE No.3.7

Distribution of Workers according to Native

Place

Sr. No.	Native Place	No. of Respondent	Total
1)	Karveer Taluka	5 (10 %)	5
2)	Budargad taluka	6 (12 %)	6
3)	Kagal taluka.	22 (44 %)	22
4)	Radhanagari	17 (34 %)	17
		50 (100 %)	50

The data shows that it was Kagal taluka from
which nearly half of the workers (i.e. 44 %) had been
drawn by the factory, which is situated in this taluka.
The workers from Kagal taluka, were particularly from
Biravade, Bidri, Yamage, Murgud, Bardole and whole
villages. When the comparision was made between remaining
talukas, it was found that the proportion workers having
native places in Radhanagiri, taluka (particularly- Nartavade,

Palkarvadi, Sarvade, Titave, Kapleshwar, Turmbe,

Shelekwadi, Birvade villages) was more when compared

to Karveer (particularly Palsi, Madilge, Nadvade,

Masve and Budhargad taluka.

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REFERENCES

1. Kuppuswamy, B., " Sociol Change in India ",
    p. 224.

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