
CHAPTER-III

SOCIAL CHARACTERISTICS
OF THE WORKERS

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CHAPTER-III

SOCIAL CHARACTERISTICS OF THE WORKERS

Introduction :

This chapter deals with the personal background of the workers. The workers apart from being employees in Hindustan Gears Pvt.Ltd., Oglewadi, were members of different social groups in the outside world.

Therefore, the social characteristics of the workers specifically relating to items like, age, education, marital status, skill, place of residence, family type, are dealt with in details 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 workers in the age range of 18 to 56 years (As the Factories Act 1948 lays down certain restriction and prohibits night work. The employers in the industry at Oglewadi are not willing to employ any worker who has not completed his eighteenth years of age). The workers were distributed over four age groups as shown in Table No. 3.1.

TABLE No. 3.1DISTRIBUTION OF WORKERS ACCORDING
TO THEIR AGE

Age groups of the workers	No. of workers	Total
18.25	7 (10.00%)	7
26.35	22 (31.43%)	22
36.45	37 (52.86%)	37
46.55	3 (4.29%)	3
56 and above	1 (1.42%)	1
Total :	70 (100.00%)	70

From this table it is clear that in general majority (52.86%) of the workers were in the age group of 36.45 years. The remaining workers (41.43%) were in the age group of 18.35 years. And few workers (5.71%) were in the age group of 46 and above years.

In general, the proportion of workers 18-45 years was more (94.29%) compared to the age group about it (5.71%).

3.2 Marital Status :

The age of a person is one of the related factors to marital status. Here, the attempt has been made to analyze the relationship between age and marital status. In this regard, the proportion of workers was distributed as in Table No. 3.2.

TABLE No. 3.2

RELATIONSHIP BETWEEN AGE AND MARITAL STATUS

Age groups	Marital Status		Total
	Unmarried	Married	
18-25	5 (71.43%)	2 (28.57%)	7
26-35		22(100.00%)	22
36-45		37(100.00%)	37
46-55		3(100.00%)	3
56 + above		1(100.00%)	1
	5 (7.14%)	65 (92.86%)	70

It is quite clear from the above table that majority (92.86%) of the workers were married.

Majority of the workers who were unmarried (71.43%) were in the age group of 18.25 years. Whereas majority of the workers who were married were at the 26 + above years age groups.

Majority of the workers of 18-25 years age group were unmarried. This is due to the fact that these are the fresh recruits at the initial stage of their earning. Its generally round about 25 and above years of age there is a tendency to get married and the data also confirm this view.

3.3 Education :

The education of workers is some thing pragmatic. 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 need not mere information but training to think arrive at his conclusions on the problems facing him the industry and the society.¹

The level of education were ranged from illiterate to above S.S.C. The level of education were categorised in to (i) Illiterate/Just literate, (ii) Primary, (iii) S.S.C. and (iv) S.S.C. + above. (The Just illiterate workers were those who could just read, write and sign their names but had not passed even first standard examination. As these workers when compared to illiterate workers were very few and as they were not having any formal schooling. They were indicated under illiterate group here) the education of workers as shown in Table No. 3.3.

TABLE No. 3.3DISTRIBUTION OF WORKERS ACCORDING
TO THEIR EDUCATION

Type of Educational Level	No. of Workers	Total
Illiterate	1 (1.43%)	1
Primary	38 (54.29%)	38
S.S.C.	28 (40.00%)	28
S.S.C. + above	3 (4.28%)	3
Total	70 (100.00%)	70

So far as educational status of the workers is concerned that this table is clear that majority (54.29%) of the workers were having primary levels of education and remaining workers (40.00%) were having S.S.C. levels of education few workers (4.28%) were having S.S.C. and above levels of education. Illiterate workers are less in numbers (1.43%).

As far as educational level is concerned it can be said that "the tendency of youths receiving primary and higher education is to look down upon their hereditary profession for which they are not so well equipped. The natural corollary is that the uneducated alone should continue in their fathers profession. Definite periodical income opportunity for extra income, supposed rise in status and

and provision of provident fund are some of the attractions of service, a business that needs no capital."²

There was no specific educational qualification prescribed for the workers. Therefore, the workers having different levels of education were found in factory.

3.4 Age and Education :

Age is one of the related factors to educational level, so to analyze this aspects the data are presented as in Table No. 3.4

TABLE No. 3.4

DISTRIBUTION OF WORKERS ACCORDING
TO AGE AND EDUCATION

Age group	Levels of Education				Total
	Illite- rate	Primary	S.S.C.	S.S.C. + above	
18-25	-	7(100.00%)	-	-	7
26-35	-	5(22.72%)	14(63.66%)	3(13.62%)	22
36-45	-	23(62.16%)	14(37.84%)	-	37
46-55	-	3(100.00%)	-	-	3
56 + Above	1 (100.00%)	-	-	-	1
	1 (1.43%)	38 (54.28%)	28 (40.00%)	3 (4.29%)	70

The table shows that all the workers in the age group of 18-25 were educated upto primary level. Again in primary level of education the proportion increased along with age, whereas decreased at S.S.C. level of education.

The workers having S.S.C. + above level of education were from age agroup of 26.35 and on the opposite and only one illiterate workers was in the age group of 56+ above.

In short, as the data shows, the younger the workers, the better educated, he is and vice-versa.

A reason for this relation is seen in the spread of education. The facilities in the field of education after independence have been expanded and are being utilized by younger generation. The older workers did not have those facilities to elevate their educational status. Hence they remained illiterate or less educated as compared to younger workers.

3.5 Skill :

Apart from formal education it is worth while to consider skill level of workers, the minimum wages Act 1948 is having four categories viz. -

- i) highly skilled
- ii) skilled
- iii) semiskilled
- iv) unskilled.

According to the minimum wages Act 1948 the categories are explained as follows :

i) A highly skilled employees is one who is capable of doing high degree of precision work and can work on drawing and can direct group of skilled and other employees at times. He is capable of organizing day to days work under him.

ii) A skilled employee is one who is capable of working independently and efficiently and turning out accurate work. He is capable of reading and working on simple drawing if necessary.

iii) A semiskilled employee is one who has sufficient knowledge of that trade to be able to repetative work and simple job with the help of tools and or machine.

iv) 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.³

For the present study, highly skilled and skilled workers were merged together under the category of skilled workers.

Thus the skill level being divided into three categories and the propertion of these skills presented as in Table No.3.5.

TABLE No. 3.5CLASSIFICATION OF WORKERS ACCORDING
TO THEIR SKILL

Type of work	No. of Workers	Total
Skilled	27 (38.57%)	27
Semiskilled	39 (55.72%)	39
Unskilled	4 (5.71%)	4
Total :	70 (100.00%)	70

From this table it can be shown that the majority (55.72%) of the workers were belonging to semiskilled category. And most of the workers (38.57%) were belonging to skilled category. Where as unskilled workers (5.71%) were few as compared to them.

It was expected that the most technical industry would be having more skilled workers, but the data does not support it. It indicate that there is a more (55.72%) proportion of semi-skilled workers. There is no definite reason for majority of workers being under skilled and semiskilled category. As the sample has been drawn with the systematic interval sampling and is being represented by small proportion of unskilled workers.

3.6 Place of Residence :

For the residence of the workers two categories were provided viz. (i) Local workers and (ii) Out-siders. The workers were distributed as in table No. 3.6.

TABLE No. 3.6

DISTRIBUTION OF WORKERS ACCORDING TO
THEIR PLACE OF RESIDENCE

Place of residence	No. of Workers	Total
Local Workers	39 (55.72%)	39
Outsider Workers	31 (44.28%)	31
Total :	70 (100.00%)	70

From this table it is clear that in general the majority (55.72%) of the workers was belonging to local area, and remaining workers was the outsiders (44.28%). It shows that this factory has given preference to local workers.

3.7 Type of Family :

In the famibal background the type of family from which workers were comming in industry. The family type is here categorised in to four classes. The family type is based on naiks analysis on family.

1) Non familar :

House hold persons who were staying together but did not have conjugal relations.⁴ (i.e. when the workers was staying with distant relatives having conjugal relations) and the person was staying alone.

ii) Nuclear family :

Includes a respondent, his wife and unmarried children.

iii) The extended family :

Consists of a nuclear family and other relatives.

iv) The joint family :

Indicate that there are more than two couples alongwith their children and other relatives, are residing in a house hold. Thus on the basis of relations to the members family were the respondent was residing. The family type was determined.

The data is tabulated to see what type of family is presented and it is shown as in Table No. 3.7.

TABLE No. 3.7DISTRIBUTION OF WORKERS ACCORDING
TO THEIR TYPE OF FAMILY

Type of Family	No. of Workers	Total
Non-familal	-	-
Nuclear family	5 (7.14%)	5
Extended family	-	-
Joint family	65 (92.86%)	65
Total :	70 (100.00%)	70

From this table it is clear that majority (92.86%) of the workers were having joint family background in industry and very few (7.14%) workers were having nuclear family background.

3.8 Work Experience :

Experience is important factor in workers life. In practical working condition they could get knowledge about their job. The work experience of the workers is presented as in Table No. 3.8.

TABLE No. 3.8

DISTRIBUTION OF WORKERS ACCORDING TO
THEIR WORK EXPERIENCE IN THE FACTORY

<u>Total work</u> <u>Experience</u>	<u>No. of Workers</u>	<u>Total</u>
0 - 05	19 (27.14%)	19
6 - 10	18 (25.71%)	18
11 - 15	29 (41.43%)	29
16 - 20	4 (5.72%)	4
<u>Total :</u>	<u>70 (100.00%)</u>	<u>70</u>

From this table it is seen that majority (41.43%) of the workers were having 11-15 years experience. And most of the workers (27.14%) were having 0-05 years experience, remaining (25.71%) workers were having 6-10 years experience and few workers (5.72%) were having 16-20 years experience.

R E F E R E N C E S

- 1) Kuppaswamy, B., "Social Change in India", p. 224.
- 2) Chapekar, N.G., "Social Change in Rural Maharashtra,"
p. 178.
- 3) "The Minimum Wage Act, 1948", p. 124/68.
- 4) Naik, R.D., "An Analysis of Change in Family Composition",
p. 28.