

CHAPTER - V

CONCLUSIONS,
OBSERVATIONS AND
SUGGESTIONS.

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CONCLUSIONS - OBSERVATIONS - SUGGESTIONS

C O N C L U S I O N S :

The research worker has come to the following conclusions after studying the various problems and difficulties of the seasonal worker working in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali) Tal., Patan, Dist. Satara.

I) PERSONAL DATA :

1) Sex :-

It is found that there were only male respondents. In sugar factory the nature of work must be phisical, therefore, only men with their physical fitness are required as workers.

2) Age :-

It is found from the data that majority of seasonal workers i.e. 52 % are having the age in between 21 to 30 years and 28% are the age group of 31 to 40 years. It shows that seasonal workers in this factory are young and belonging to productive age group. The seasonal workers who are above 40 years of their age found less in number i.e. only 20 %. Not only this, but nobody respondent is above 51 years of his age. Therefore, research worker can conclude that this factory has young and efficient working labour force.



3) Religion and Caste :-

The seasonal workers in this factory mainly belongs to three castes i.e. Maratha, Other Backward class and Backward class. However majority of them are Maratha caste i.e. 64 %, O.B.C. which includes Mali, Sali, Kumbhar, Sutar, Nabhik etc., are near about 20 % and Backward Class seasonal workers are 16 %. Therefore, researcher come to the conclusion that majority of seasonal worker are Maratha Community.

4) Marital Status :-

It is found from the statistics that the majority of seasonal workers are married. Because 77.33 % respondents found married and remaining 22.67 % respondents found unmarried.

5) Educational Condition :-

From the data collected is found that 34.67 % and 29.33 % seasonal workers are educated upto primary and secondary level respectively. And 18.67 % seasonal worker have completed their education upto higher - secondary, undergraduate and graduate level. Only 12 % seasonal workers found illiterate.

However, though education level of majority seasonal workers is not high, it does not affect the efficiency, because the work carried out by them is mostly of physical nature.

6) Period of Service :-

In this connection, the researcher found that a large portion of seasonal workers i.e. 52% have put their service for the period between 9 to 12 years and 32 % of seasonal workers have a experience of 5 to 8 years. Therefore, researcher can

conclude that this factory has a vast experienced labour force.

7) Departments :-

The majority of the seasonal workers in this factory are working in Manufacturing department i.e. 38.67 % and secondly in Engineering and Agriculture departments i.e. 21.33 % and 22.67 % respectively.

8) Distance from place of work :-

Researcher found that 36 % seasonal workers come to the factory from 6 to 10 k.m. distance and only 6.66 % seasonal workers are living at place of work.

9) Mode of conveyance :-

It is found from the data that 57.33 % of seasonal workers use bicycles to come to the factory.

10) Salary :-

The majority of seasonal workers i.e. 74.67 % get salary round about Rs. 700 to Rs. 900/-.

11) Nature of Service :-

It is found that 57.33 % seasonal workers are temporary.

II) FAMILY BACKGROUND :

1) Size of family :-

It is found that majority of seasonal workers i.e. 56 % in this factory are coming from medium size families in which the number of family members lies between 6 to 10.

2) Agriculture :-

It is found that the 82.67 % of seasonal workers in this factory are landholders and only 17.33 % are landless seasonal workers. However, 44 % seasonal workers are small landholders who have less than 3 acres of land.

3) Subsidiary source of income :-

It is found that 88 % of seasonal workers have no source of income other than their own earnings by way of salary.

III) WAGE STRUCTURE :

1) It is found that 56 % seasonal workers are working on daily wages. Therefore, it can be concluded that majority of seasonal workers are getting very poor remuneration.

IV) WORKING CONDITIONS :

1. It is found that majority of respondents have shown their satisfaction regarding working conditions like temperature, humidity, illumination, sanitation, ventilation etc.

2. Weekly off facilities :-

It is found that 80 % of seasonal workers are getting the facility of weekly off.

3. Leave facilities :-

During the course of data collection, research worker found that 20 % of seasonal workers do not get the leave facilities.

4. Working shifts :-

Majority of seasonal workers i.e. 68 % are working in the rotation shift because in sugar factory process of production goes on ~~ma~~ continuously.

5) Absenteeism of Seasonal Workers :-

It is found that near about 16 % seasonal worker remain absent without prior permission due to some religious causes or accident, sickness etc.

V) WELFARE FACILITIES :

1. Bathing & Washing facility :-

It is found that 90.67 % seasonal workers get this facility.

2. Sitting facilities :-

In this regard research worker found that 77.66 % seasonal workers are provided this facilities.

3. Canteen facilities :-

It is found that a canteen is run~~d~~ on contract basis, but 72 % seasonal workers are not satisfied with this facility.

4. Medical facilities :-

It is found that the medical facilities are provided as per the factory Act, 1948 to all seasonal workers and 86.33 % seasonal workers are satisfied with this facility.

5) Rest-room facilities :-

It is found that 56 % seasonal workers are getting this rest-room facilities.

6) Grain-shop & concessional rate sugar :-

It is found that 62.77 % seasonal workers are satisfied with the grain-shop facility. The factory gives 4 Kg. concessional rate sugar to seasonal worker per month.

7) Recreational and Educational Facilities :-

It is observed that in this factory recreational and educational facilities are also provided. At the time of Ganeshotsav drama, cinema is arranged. Balwadi and Balasaheb Desai Industrial Training Institute are started by the factory in order to create the educational facility.

8) Housing facilities :-

It is found that 81.33 % seasonal workers do not get housing facilities. Therefore, seasonal workers have to make themselves the housing accommodation.

9) Provident Fund :-

The research worker found that the factory provides provident fund facilities to 64 % seasonal workers.

10) Bonus facilities :-

All the seasonal workers get the bonus from the sugar factory. During the season 1984-85 the seasonal workers received the bonus at 20 % and intensive bonus at 11 %.

VI) OFF SEASON :

1) Work During the Off season :-

During the course of study and data collection the researcher found that the working period of seasonal

workers is near by 6 to 7 months. The factory discontinues them when crushing of sugarcane ends. Therefore, during the off season 12 % seasonal workers work at some other places, 32 % seasonal workers work in their own field and 9.33 % seasonal workers run some businesses. However, the remaining 44.67 % seasonal workers remain unemployed.

2) Retention allowance :-

Research worker found that 32 % seasonal workers get the benefit of retention allowance during the off season. The retention allowance varies to different categories of worker, i.e. 11 % to unskilled workers, 25 % to semi-skilled workers and 50 % to skilled workers of their monthly salary.

3) Indebtedness :-

It is found that all the workers uses to borrow money from somewhere. But, the most notable point is that the 22.33 % seasonal workers takes loan from private money lenders at high rate of interest, and 45.33 % seasonal workers takes the loans from bank and co-op. credit societies.

4) Opinion of Workers about wages :-

It is found that large number of workers i.e. 74.67 % are not satisfied with their wages.

VII) ALL the seasonal workers are members of Koyana Parisar Sakhar Kamgar Sanghatana, Daulatnagar, which is formed by the workers of the factory.

VIII) Recruitment method :-

During the course of data collection, it is found that 92 % seasonal workers are satisfied with the recruitment method of the factory.

IX) PROMOTION METHOD :

It is found that 94.67 % of seasonal worker are not getting the opportunity of promotion.

X) TRANSFER OF SEASONAL WORKERS :

It is found that majority of seasonal workers i.e. 88 % of them are not transferred from their departments. They are working in the same department in which they are appointed.

XI) TRAINING FOR SEASONAL WORKERS :

It is found that only 28 % seasonal workers are getting the training facility and 20 % seasonal workers get induction type of training.

XII) General Conclusions :-

1) Opinion of Seasonal workers about their services :-

It is found that 85.33 % seasonal workers indicated their satisfaction about their services.

2) Opinion about factory administration :-

Majority of seasonal workers i.e. 90 % seasonal workers are satisfied with the administration of the factory. Only 10 % seasonal workers shown their dissatisfaction about the factory administration.

3) Opinion of Seasonal Workers ~~xx~~ Regarding Problems in Service :-

In general, all the seasonal workers said that they have no problems in regard to their services.

O B E S E R V A T I O N S :

The observations of research worker as regards this study are as under :-

1) Low Wages :-

As compared to other employees of the factory the seasonal workers are very low paid. It becomes very difficult to them to put their family expenses in their earnings. The seasonal workers who work on daily wage basis have to face several economic difficulties.

2) The Problem of Children Education :-

As seasonal workers are very low paid workers and are unable to give sufficient food and cloths to the family, so they can not provide enough attention towards the education of their children.

3) Housing problem :-

It is observed that shelter is the main problem of the seasonal worker. The housing facility provided by the factory is not adequate for all the personal workers. Therefore, some seasonal workers have to make their own accommodation, and for this, they have to pay the rent at high rate. The factory has

constructed the houses for the seasonal workers which two room to each worker and other provisions like water supply and light are also made available.

4) Health Problem :-

It is observed that near about 90 % of seasonal workers are engaged in hard physical work in the factory. And due to poor living condition and troubl some atmosphere in factory, they have to face the sickness and ill health. They are also not able to spend much more for medicines and else out of their low earnings.

5) Problem of Promotion :-

It is also observed that seasonal workers have no opportunity of promotion. Therefore, they are working in the same department and at same place for many years.

6) Retention allowance :-

Retention allowance given to seasonal workers during the off season period in order to maintain continuity of attachment of workers. But, it is observed that the rates of retention allowance are too less. Because of this, during off season, it becomes difficult to them to satisfy the family needs.

7) Canteen :-

The canteen runs by the factory through contractor is not working properly. It can not satisfy the needs of the seasonal workers. The rates are not affordable to workers.

The rates are not affordable to workers. The quality of the food is not also satisfactory. It lacks cleaning.

8) Night Duty Allowance :-

The factory workers have to work in rotation shifts, therefore, it is necessary to allow them night duty allowance. But, it is observed that, they are not getting such night duty allowance.

9) Medical reimbursement :-

Though the factory has been providing medical facility to workers, they do not get the reimbursement of the medical expenses. Therefore, it is necessary to provide such reimbursement of medical expenses facility.

S U G G E S T I O N S :

At the conclusion of this study the research worker can make the following suggestions :-

1. The factory should introduce one of the allied industry such as paper mill or distillery or acetone project by using the waste material like bagasse, molasses. By such some seasonal workers can be absorbed in such allied industries.

2. The seasonal workers who are appointed on daily wages should be appointed on permanent basis so that their economic condition will be developed.
3. The employees are not satisfied with canteen, therefore, quality and price must be improved. The factory should lay down some restrictions on contractor about furniture quality and price, cleanliness etc.
4. The factory should provide attention towards the creation of educational facilities to seasonal workers.
5. As housing is a main problem factory should construct some additional quarters for seasonal workers so that more seasonal workers will take the advantage of it.
6. Factory should arrange training classes for seasonal workers in order to avoid accidents and wastage of time and material and to increase the efficiency of seasonal workers.
7. The factory should provide some games and sports material to seasonal workers to encourage them.
8. The factory should arrange some film shows, dramas and other entertainment programmes for its employees.
9. A separate room should be provided to workers for taking meals.

10. In order to impart the skill and knowledge in general of the employees, management should arrange seminars, conferences, talks by experts for its employees.
11. Factory should provide dresses to seasonal workers, who work in the engineering and manufacturing departments.

