

CHAPTER - I

INTRODUCTION & RESEARCH METHODOLOGY

SECTION - I :

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BEFORE 1947 AND AFTER 1947
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SECTION - II :

RESEARCH DESIGN.

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INTRODUCTION & RESEARCH METHODOLOGY

A) INTRODUCTION :

The sugar industry in India is an agro-based industry occupying a prominent position in the economy of the nation. The sugar industry is the biggest industry employing nearly 3 lakh skilled, unskilled, seasonal and permanent workers and sustaining 2.50 to 3 crores of agriculturists and persons engaged in transportation and harvesting cane. There was hardly any sugar industry in our country worth the name prior to the year 1932. However, after attaining the independence, there has been a wide expansion of sugar industry in the co-operative sector. The total operating co-operative and private sugar factories in the country are 341 out of which at present 186 are in co-operative sector.

Now a days sugar industry has been playing a vital role in promoting the prosperity of the country. India's sugar producing capacity is highest in the world. In India, Maharashtra State stands first in the production of sugar, and in world it stands 10th in producing white sugar.

Maharashtra State's total production of sugar during the season 1985-86 was 70.16 lakh tonnes. Maharashtra state produces 35 to 40 % of country's total production of sugar.

The area under sugar cane cultivation in Maharashtra state has been increasing rapidly from 1.82 lakh hectares in 1972-73 to 4 lakh hectares at present.

As per the present statistics sugar production during the season 1985-86 is 70.16 lakh tonnes against 61.44 lakh tonnes in 1984-85 season. Area under sugar cane cultivation is nearly 7 million acres i.e. the largest in the world. However, the yield and the quality of sugar in India is poor due to sub-tropics. The yield of sugar cane in U.P. and Bihar is 15.8 tonnes and 12.7 tonnes per acre respectively as against 25.6 tonnes in Maharashtra, 32.8 tonnes in Tamil - Nadu, 36.1 tonnes in Andhra Pradesh and 33.3 tonnes in Karnataka. A sugar recovery 9.5 % for the whole season is considered satisfactory in U.P. and 9.8 % Bihar, while a recovery of 11.8 % and above is easily obtained in Maharashtra. A few factories in Maharashtra record a recovery of 12.5% and over as an average for a six month's season.

As a result of these high recoveries sugar industries have shifted more and more to the Deccan from their original places in the North. For many years U.P. produced 50 % of all sugar produced in India. However, during the last few years the centre of sugar production has shifted to the South. At present Maharashtra's contribution in total production of sugar is 35 to 40 % in the country's production.

Source : Sugar Industry in India -

By R. N. Agrawal.

Indian Economy -

By Ruddra Datt, Sundharam,

Godva, Jun, 1986.

B) HISTORY & PROGRESS OF SUGAR INDUSTRY BEFORE 1947 :

Before 1932, there were about 10 factories producing about 1.6 lakh tonnes of sugar. India had to import 6 lakh tonnes of sugar. The sugar industry was granted tariff protection in 1932. As a result production of sugar increased to 10 lakh tonnes by 1937. The number of operating sugar factories increased to 137 and employment increased upto 75,000 workers. By 1934, the number of sugar factories increased upto 134. The second world war created unsettled conditions and production reduced to 7.9 lakh tonnes during 1941-42 from 12.42 lakh tonnes in 1939-40.

(Source : Indian Economy, R. Datt and K.P.M. Sundharam, 1983)

Progress after 1947 :-

In 1951-52 sugar production in India reached upto 15.2 lakh tonnes. In 1951, Government provided incentives by raising the minimum prices of sugar cane and maximum prices of sugar. Because of this sugar production increased and rationing came to an end. But it adversely affected the cane producers. These contradictory policies resulted in increasing the deficit of sugar. The Government again adopted the policy of protection and raised minimum cane prices in 1954. As a result sugar output was increased to 15 lakh tonnes in 1954-55 and import of sugar became unnecessary.

Due to Government's policy of control, decontrol and recontrol up to 1957-58, the sugar industry in India had faced instability in the level of production. Both the production

and the consumption kept growing until they stood at 20 lakh tonnes each. In 1957-58 control came back and production promptly reached by decreasing to 19.5 lakh tonnes in 1958-59. The Government responded by providing incentives for higher production and the output progressively increased to 30 lakh tonnes in 1960-61. During the 1960- to 1970, there was tremendous increase in production of sugar. For instance production of sugar averaged 30 lakh tonnes during 1960 and 45 to 50 lakh tonnes during 1970. However, during 1981-82, India had a record output of sugar of 84.37 lakh tonnes. There has been, however, year to year variation in output as under.

TABLE No. 1.1

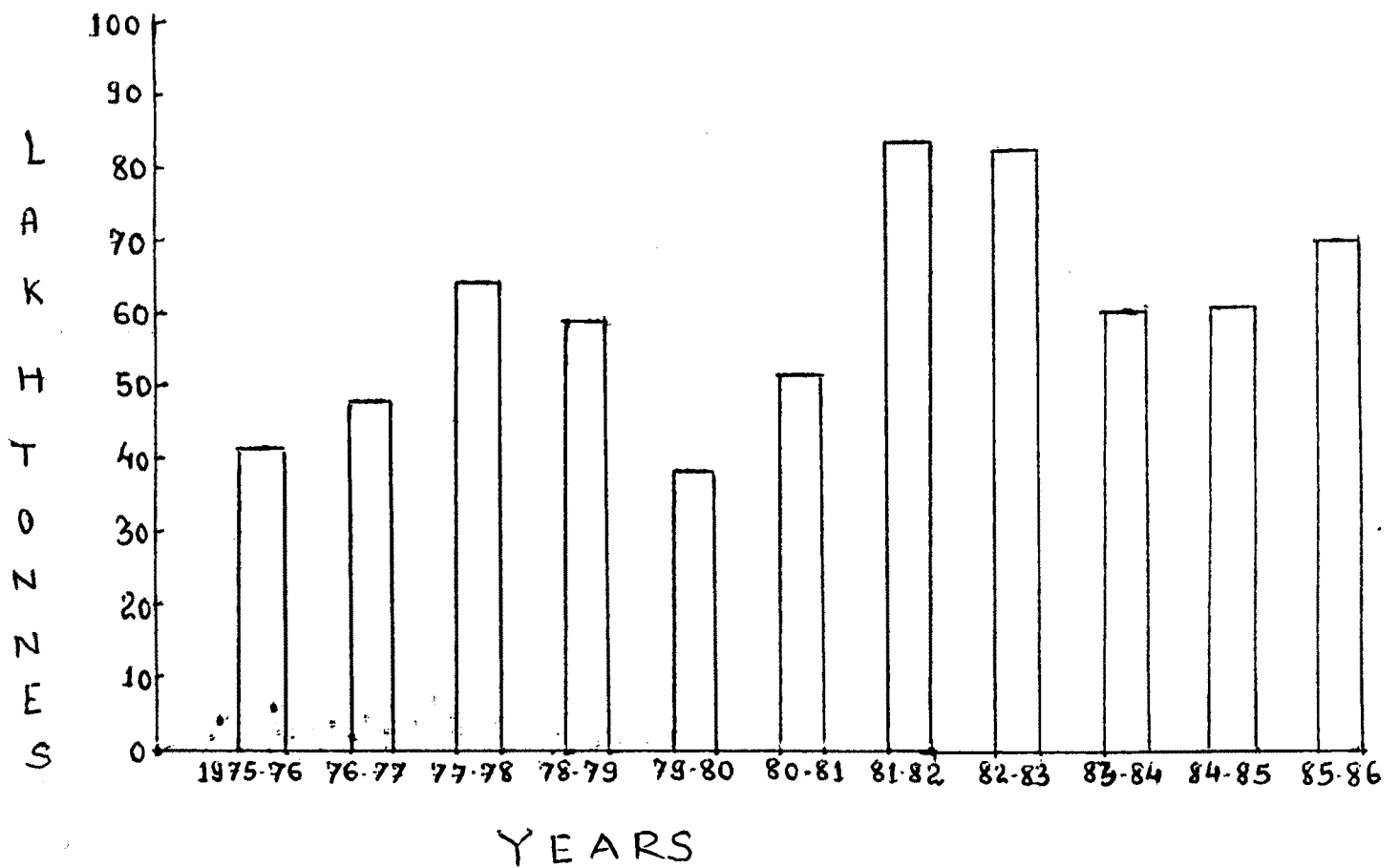
Total Production of Sugar in India from
1975-76 to 1985-86

Year	Total Production of Sugar (Figures in lakh tonnes)
1975-76	42.62
1976-77	48.40
1977-78	64.61
1978-79	58.41
1979-80	38.58
1980-81	51.48
1981-82	84.37
1982-83	82.29
1983-84	59.17
1984-85	61.44
<u>1985-86</u>	70.11

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TOTAL PRODUCTION OF SUGAR IN INDIA =
(In Lakhs Tonnes)

SCALE = 1cm - 10 Lakh Tonnes



(Source - Co-operative Sugar, New Delhi,
Jun, 1986, Nov., 1986.)

The above table shows the total production of sugar. During the year 1981-82 the highest sugar production was recorded. In 1979-80, the total production of sugar of 38.88 lakh tonnes was the lowest during the period from 1975 to 1985-86.

TABLE No. 1.2

Table showing area under sugar cane, production of sugarcane and yield of sugar cane per hectore ('000' in).

Year	: Area under : Sugarcane	: Production of : Sugar cane	: Yield of cane : per hectore
1975-76	2762	140604	50.9
1976-77	2866	153007	53.4
1977-78	3151	176966	56.2
1978-79	3088	151655	49.1
1979-80	2610	128833	49.4
1980-81	2667	154248	58.8
1981-82	3192	183647	57.5
1982-83	3358	189505	56.4
1983-84	3110	174076	56.0
1984-85	2953	170319	58.0
1985-86	2862	171681	60.0

Source : Co-operative Sugar, New Delhi, Jun, 86, Nov., 1986.

TABLE No. 1.3

Table showing yield of sugar cane in Maharashtra State.

Year	Production of Sugarcane in '000' tonnes.	Yield of cane per hectare
1975-76	18870	89.1
1976-77	21499	89.2
1977-78	23319	94.8
1978-79	22482	92.1
1979-80	19819	89.3
1980-81	23591	92.3
1981-82	28780	96.9
1982-83	31360	96.3
1983-84	26549	90.3
1984-85	26367	90.1
1985-86	23705	89.4

Source : Co-operative Sugar, New Delhi. Jun, 1986, Nov., 1986.

Above tables show that the total production of sugar cane, area under sugarcane cultivation in India and yield of sugar cane per hectare in India and similarly in Maharashtra.

The fluctuations in production of sugar are likely to take place to a certain extent because this is an agro-based industry and therefore, ups and downs in production of sugarcane depending up on climating conditions from year to year are affecting the levels of sugar production from season to season.

The following table gives the number of sugar factories in each State in India.

TABLE No. 1.4

Table showing Statewise Sugar factories in operation.

S.No. :	State	No. of Sugar factories
1)	Andhra Pradesh	31
2)	Assam	02
3)	Bihar	23
4)	Goa	01
5)	Gujarat	13
6)	Haryana	08
7)	Karnatak	22
8)	Kerla	02
9)	Madhya Pradesh	08
10)	Maharashtra	88
11)	Nagaland	01
12)	Orisa	03
13)	Punjab	09
14)	Pondicherry	02
15)	Rajasthan	03
16)	Tamil Nadu	24
17)	Uttar Pradesh	100
18)	West Bengal	01
TOTAL :-		341

Source : Co-operative Sugar, Nov., 1986.

In 1930, sugar production was started by private sugar factories. However, late Dr. Padmashri Vithalrao Vikhe Patil and Dr. Dhananjayrao Gadgil were started the first

co-operative sugar factory at Pravaranagar, in 1950, and later on the principle of co-operation was widely followed for establishment of sugar factories.

The number of sugar factories in Maharashtra from 1975-76 to 1985-86 is given below -

TABLE No. 1.5

Total No. of Sugar factories in operation in Maharashtra

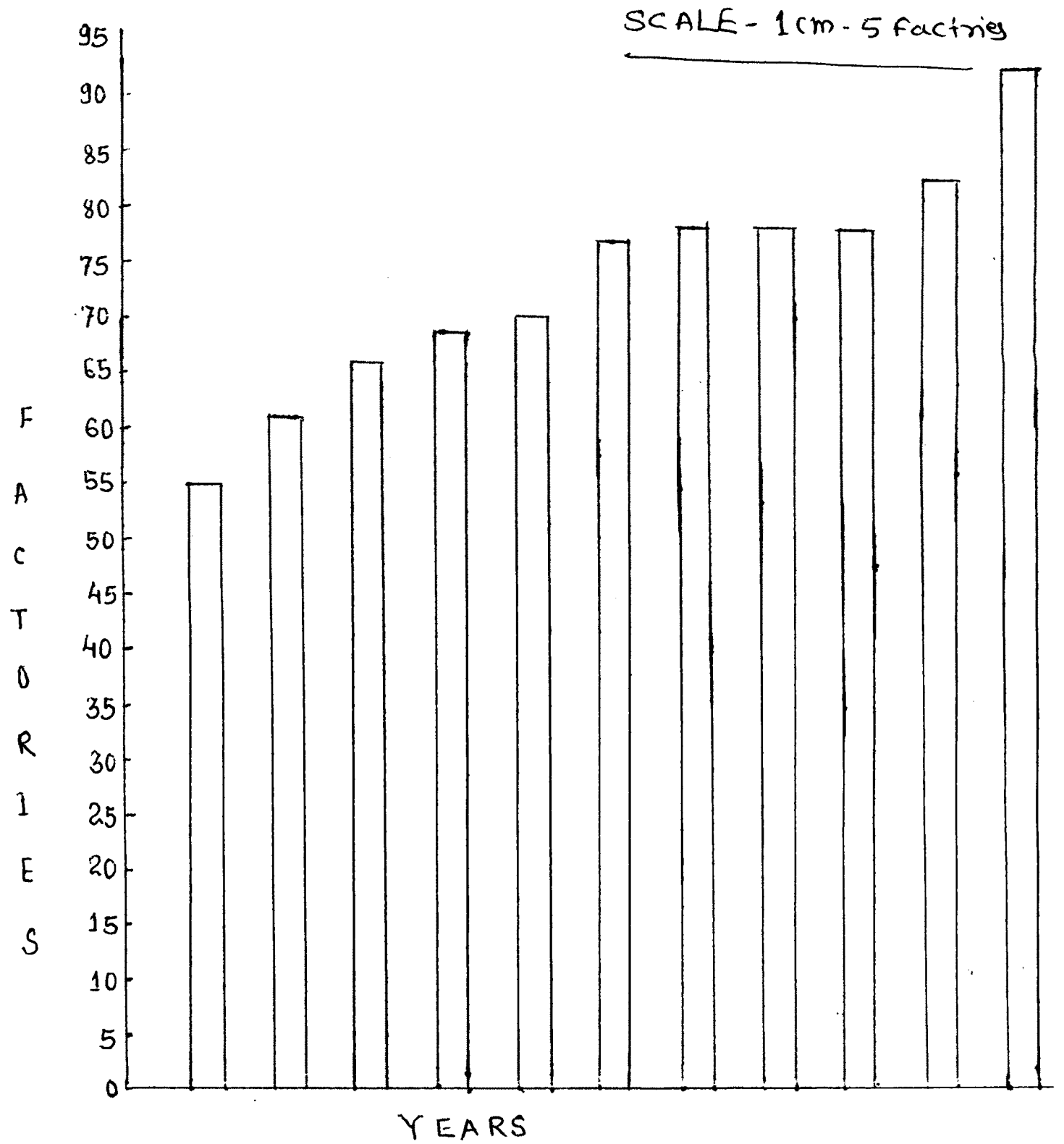
Year	No. of Sugar factories
1975-76	55
1976-77	61
1977-78	66
1978-79	69
1979-80	70
1980-81	77
1981-82	78
1982-83	78
1983-84	78
1984-85	87
1985-86	92

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Source : Co-operative Sugar, Nov., 1986.

The above table shows that in Maharashtra State number of sugar factories is increased rapidly year after year. At present out of 92 sugar factories, 82 sugar factories are working on co-operative basis and remaining 10 factories are working

TOTAL SUGAR FACTORIES IN OPERATION IN MAHARASHTRA.



on joint stock company system. If we take into consideration the sugar factories in Satara District, we find that all the 6 sugar factories are run on co-operative basis.

TABLE No. 1.6

Table showing total Sugar factories in Satara District.

Sr. No.	Name of Sugar factory
1)	Balasaheb Desai S. S. K. Ltd., Marali.
2)	Krishna S.S.K. Ltd., Rethre.
3)	Sahyadri S. S. K. Ltd., Yashavantnagar.
4)	Ajinkya Tara S. S. K. Ltd., Satara.
5)	Satara S. S. Karkhana Ltd., Bhujinj.
6)	Shriram S. S. Karkhan Ltd., Phaltan.

The present study is concerned with the Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali), Taluka - Patan, Dist. - Satara.

C) THE ROLE OF THE CO-OPERATIVE SUGAR INDUSTRY :

In these days co-operative sugar factories in India are playing vital role in nation's economy. During 1977-78 the cooperative sugar factories produced 317 lakh tonnes of sugar which was 49 % of the total production of the country.

The sugar factories started on co-operative basis have two main advantages, first they get the maximum supply of



sugar cane from their members those who are farmers and secondly the profits of co-operative sugar factories are distributed among farmers who are members of the factory.

TABLE No. 1.7

Table showing opening stock of sugar, consumption of sugar and export of sugar during the last 10 years.

Year	: Opening : : Stock :	Production : : during year :	Total : : supply :	: Consump- : : tion. :	: Export :
1975-76	12.83	42.62	55.45	36.89	10.21
1976-77	8.35	48.40	56.75	37.57	3.12
1977-78	16.08	64.41	80.67	44.82	3.02
1978-79	33.83	58.41	92.24	62.14	8.63
1979-80	21.47	38.58	61.85	52.68	2.90
1980-81	6.47	51.48	60.50	49.80	0.61
1981-82	10.09	84.35	94.44	57.11	3.83
1982-83	33.52	82.29	115.81	64.79	4.22
1983-84	46.80	59.17	106.61	75.70	7.06
1984-85	23.85	61.44	98.18	70.50	0.38
1985-86	17.60	70.16	108.78	87.18	0.33

Source : Co-operative Sugar, Nov., 1986.

The table given above shows that in 1975-76 the export of sugar is highest as compared to other seasons and consumption is highest in the year 1985-86.

The following table gives the average capacity tonne per day and recovery of sugar per cent cane and crushing days in India.

TABLE No. 1.8

Table showing average capacity tonne per day, recovery of sugar per cent cane & crushing season days in India.

Year	Average capacity tonne per day	Recovery of sugar per cent	Crushing season day
1975-76	1563	9.83	116
1976-77	1578	9.91	125
1977-78	1551	9.59	165
1978-79	1562	9.78	140
1979-80	1651	9.88	86
1980-81	1719	9.98	104
1981-82	1711	9.66	173
1982-83	1784	9.95	158
1983-84	1785	10.02	111
1984-85	1830	10.28	106
1985-86	1891	10.23	116

Source : Co-operative Sugar, Nov., 1986.

TABLE No. 1.9

Table showing production of Sugar and crushing
season days in Maharashtra.

Season	Sugar production in '000' tonnes	Crushing season days (average)
19776-77	1559	145
1977-78	2095	181
1978-79	2105	177
1979-80	1394	111
1980-81	2085	146
1981-82	3026	202
1982-83	3025	188
1983-84	1933	123
1984-85	2311	144
1985-86	2389	132

Source : Co-operative Sugar, Nov., 1986.

The above table shows that in the year 1981-82 the sugar production is highest. From the above table No.1.8 and Table No. 1.9 it is clear that the crushing season days in Maharashtra are comparatively more than the average crushing season days in India.

D) IMPORTANCE OF SUGAR INDUSTRY :

Because of the special feature of sugar industry, it is different from other agro-based industries such as Jute production, cotton production etc. Sugar cane is perishable product, therefore, it was a need to start the sugar factories in rural areas where sugar cane is produced. Because of this, sugar industry became only well organised business in rural area.

The sugar factories set up in rural areas became the means of economic development of rural people. The sugar industry has helped to develop several other trades and allied industries, such as paper mills, distillaries, acetone projects etc. It has also helped to bring about social and economic changes in rural community by providing employment opportunities to thousands of people.

Generally three types of workers are employed in the sugar factory. These three types are (i) permanent workers (ii) Seasonal workers who work in the period of sugarcane crushing, (iii) bullock-cart owners and workers.

Sugarcane is the raw material of sugar factory and sugarcane is perishable. Therefore, it is necessary to carry the sugarcane to factory for immediate crushing of it. However, this transportation of sugarcane is oftenly neglected which results in considerable reduction in recovery of sugar. In this connection bullock-cart transportation is of very importance.

The bullock-cart owners work on contract basis i.e. bullock-cart owners transport sugarcane from farm to factory and they receive payment fortnightly.

This research study is concerned with the seasonal workers who work only during the season when crushing is continuing. The seasonal workers are also classified in to skilled, unskilled and clerical cadres and workers working on daily wage basis, weekly wage basis and on monthly wage basis.

S E C T I O N - II

RESEARCH DESIGN

A) SELECTION OF THE TOPIC :

In the state of Maharashtra, there are 92 sugar factories out of which 82 are established on co-operative principle. In sugar factories on an average 30 to 40 % are permanent workers, but rest of the workers are seasonal. The factory discontinues the seasonal workers as seasonal workers as season ends. The number of seasonal workers become jobless. The sugar factories need more workers in the period of crushing the sugarcane. The sugar factories require the workers from the stage of cane supply to the final disposal of sugar bags to customers. The success of any enterprise depends up on the skilled and experienced workers, however, efficiency and ability of workers depends up on the working conditions and facilities provided to them. The workers would work hard, whom they

are paid satisfactorily and availability of other facilities. The job security to workers is the most important factor which creates the loyalty among the workers. When employer gives the job guarantee to workers, it creates sense of belonging towards the factory and automatically it helps to increase the efficiency of workers which results in increase in production.

The present study is an attempt to understand the problems and difficulties of seasonal workers in the sugar factories. The seasonal workers are working only 6 to 7 months during the year. The sugar factories discontinue them when crushing is over. It is, therefore, necessary to make the study of such workers and to find out their problems relating to their work, and to study important aspects of seasonal employment such as recruitment, training, wage structure, working conditions, welfare facilities, provident fund, bonus and other allowances and employment problem during the off season. The selected topic for study may be stated as " A critical study of seasonal workers working in Balasaheb Desai Sahakari Sakhar Karkhana Ltd., Daulatnagar (Marali) Tal. Patan, Dist. Satara."

B) TITLE :

" A CRITICAL STUDY OF SEASONAL WORKERS WORKING IN BALASAHEB DESAI SAHAKARI SAKHAR KARKHANA LTD., DAULATNAGAR (MARALI) TAL. PATAN, DIST. SATARA. "

C) DEFINITION OF THE SEASONAL WORKER :

Seasonal worker means a worker who is appointed

in writing by the Managing Director to do seasonal work mainly and/or also for the period necessary for cleaning and overhauling either before or after the season.

The above definition is given in Bombay Industrial Relations Act, 1946 and this definition also gives a clear idea about the seasonal worker.

D) AIMS AND OBJECTIVES OF THE STUDY :

The following are some of the objectives of the study of the seasonal workers.

1. To study personal and family background of the seasonal workers.
2. To know the working conditions of seasonal workers.
3. To know wage structure and nature of salary of seasonal workers.
4. To study the leave facilities and working shifts of seasonal workers.
5. To study the recruitment, training promotion method of seasonal workers.
6. To study the welfare facilities provided by the factory to seasonal workers.
7. To study the employment problems of the seasonal workers during the off season period.
8. To know the housing facilities, provident fund,

bonus provided by the factory to seasonal workers.

9. To study indebtedness condition of seasonal workers.
10. To study the workers attitudes to their services, factory administration and their trade unions.

E) SELECTION OF UNIT :

This study has been undertaken in the area of Balasaheb Desai S. S. Karkhana Ltd., Daulatnagar (Marali) Tal. Patan, Dist. Satara. As it is not possible to study the total number of seasonal workers who work in this factory a sample of 75 respondents that is near about 20 % of the total number of 355 seasonal workers was selected for the purpose of study.

F) METHOD OF DATA COLLECTION :

In order to attain the required data for this study, the investigator has used different methods of data collection as follows :-

(i) Direct Method :-

The investigator used the interview schedule method as it is the primary means of data collection.

(ii) Indirect Method :-

a) Observation Method :-

This method was also used by the researcher to get the additional information. The investigator

observed the respondents where they actually work.

b) Discussion :-

Personal discussion with Labour and Welfare Officer and other members of staff of the sugar factory. The office superintendent gave the information about the seasonal workers.

c) Group Discussion :-

The group discussion with the workers was also of more useful for getting the information regarding their common views.

G) SAMPLING METHOD :

There are different types of seasonal workers in the factory. For proper study of the universe ' stratified random sampling ' is used. By stratified random ~~xxx~~ sampling selection assures each individual of that strata has an equal chance of being chosen. In this factory, there are 355 seasonal workers and 12 departments. So the research worker selected every department as strata. And from every department some respondents selected for interview in the ratio of 4:1. It means if there are 25 employees then researcher selected any 5 employee of that department.

A stratified random sampling is more suitable for larger groups. There are some advantages of this method as given under -

- (1) It is unbiased, therefore, not affected by choice of research worker.

(2) It is very simple to operate.

For the purpose of the study, the investigator has taken 75 samples from the universe of 355 seasonal worker by using the stratified random sampling method.

H) PROBLEMS IN DATA COLLECTION :

At the beginning the respondents were not eager to give the information, when the researcher approached, but with the help of Labour Officer and heads of respective departments investigator could collect the information. But then also by giving assurance to the respondents that the information will be kept confidential and would be used only for the sake of study, the workers gave the response.

I) ANALYSIS AND INTERPRETATION :

The investgator completed the data collection work between 15th Oct., 1985 to 10th Nov., 1985 and after that the data collection material shown to Guide for further instructions. Then investrgator prepared Master sheet. The researcher has made attempt to make the data clear by putting down the facts and figures with the help of statistical tables and by interpreting them.

J) REPORT WRITING :

The report writing is an important stage in research work. The arrangements of chapters is made according to the following order -

- (1) Introduction and Research Methodology.
- (2) History and development of organisation.
- (3) Therotical background of the study.
- (4) Statistical tables and interpretation.
- (5) Observations, conclusions and suggestions.

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