

**SECRET**

## CHAPTER - V

**DETAILED ANALYSIS AND INTERPRETATION  
OF COLLECTION DATA.**

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DETAILED ANALYSIS AND INTERPRETATION OF COLLECTING DATA

Information about 100 workers working in several departments of the factory is given below. The information is put in the analytical tables based on age, sex, caste, education and many other things. These tables helps to look into the conditions and different aspects of the life of the workers in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., Sangamner.

The information is mainly collected from the questionnaires which were issued to these workers as well as from informal interview.

(1) Sex :-

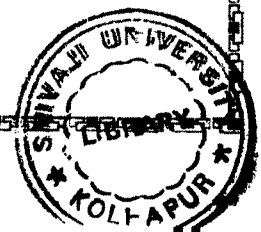
The Reséarcher being a woman, had great interests in collecting the information about the women employees working in the factory but in this factory there are women employees.

(2) Religion and Caste :-

Seasonal workers working in Sangamner Bhag Sahakari Sakhar Karkhana Ltd., belong to different castes.

Table No. 2.8 shows Castewise distribution of the workers:

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Castewise division of the respondents :-

Table No. 2.8

Sr.No.	Caste and Religion	No. of workers	Percentage
1.	Maratha - (Hindu)	57	53.27
2.	Mahar (Hindu)	17	15.89
3.	Mang	-	-
4.	Taker	7	6.55
5.	Brahmin	2	1.87
6.	Muslim	2	1.87
7.	Nirali	2	1.87
8.	Bhil	1	0.94
9.	Wanjari	2	1.87
10.	Koli	2	1.87
11.	Dhangar	6	5.61
12.	Chambhar	1	0.94
13.	Gurao	2	1.87
14.	Sutar	1	0.94
15.	Mali	5	4.68
		107	100%

Table No. 2.8 shows that majority is of the Maratha workers. Out of 107 workers, 57 workers are Maratha. That means 53.27%.

After that the percentage of Mahar(Hindu) is 15.89%. And below that the percentage of Dhangar is 5.64% and Mali 4.68%. Other backward classes such as Muslim, Nirali, Wanjari, Koli, Gurao and are only 1.87% and Bil, Chambhar, Sutar is 0.94%.

Factory is situated in rural area. In this rural area, the Maratha community is more than others., and therefore the majority of Maratha is there.

Agewise division of the respondents :-

Table No. 2.9

Sr.No.	Age of Workers	No. of Workers	Percentage
1.	Below 20	-	-
2.	21 to 30	43	40.19
3.	31 to 40	42	39.25
4.	41 to 50	19	17.76
5.	51 to 60	3	2.80
		107	100%

Table No. 2.9 shows the majority of the workers are from the age group of 21 to 30. Out of 107 respondents 43 are of the age group of 21 to 30 i.e. 40.19% then 42 i.e. 39.25% are of the age group of 31 to 40. After that 19 are i.e. 17.76% are of the age group of 41 to 50. Only 3 workers are of the age group of 51 to 60. There is no any worker of below 20. It means young workers are more than the others.

Division of the respondents according to the  
Marital Status :-

Table No. 2.10

Sr.No.	Marital Status	No. of Workers	Percentage
1.	Married	104	97.20%
2.	Unmarried	3	2.80%
		<hr/> 107	<hr/> 100%

Table No. 2.10 shows that the number of married workers are 104 i.e. 97.20% and Unmarried persons are 3 i.e. 2.80%. So we say that the 25 to 40 age group of workers is more. So the majority of them are married. The Unmarried workers are very low.

(4) Education :-

Division of workers according to their education :

Table No. 3.1

Sr.No.	Education	No. of Workers	Percentage
1.	Illiterate	3	2.80
2.	Primary	33	30.84
3.	Secondary	38	35.51
4.	Higher Secondary	17	15.89
5.	College and Technical	16	14.96
		107	100%

Table No. 3.1 shows the number of Secondary education workers is greater. 38 respondents i.e. 35.51% have taken Secondary education. Out of 107 respondents 33 have taken primary education, that means 30.84%, 17 (15.89%) have taken higher secondary education. The college and technical education is taken by a very few workers i.e. means 16 ( 14.96%).

It means that majority of workers have taken the Secondary education. One point is to note that in Tables the percentage of illiteracy is not much high.

Division of Workers according to their period of Service :

Table No. 3.2

Sr.No.	Period of Service (In Years)	No. of Workers	Percentage
1.	1 to 5 years	2	1.87
2.	6 to 10 years	54	50.47
3.	11 to 15 years	17	15.89
4.	16 to 20 years	14	13.09
5.	21 to 25 years	20	18.68
6.	26 and above.	-	-
		107	100%

Table No. 3.2 shows that the majority of 6 to 10 years workers. Out of 107 respondents 54 (50.47%) are working in 6 to 10 years; while 20 workers (18.68%) have been working for a period of 21 to 25 years. 17 Workers(15.39%) have been working for a period of 11 to 15 years, 14 (i.e. 13.09%) have been working for a period of 16 to 20 years. Only 2 workers (1.87%) have been working in 1 to 5 years.

It means we say that a few experienced workers are very low and large experienced workers are very high.



6. Distance from Place of Work :-

Division of respondents according to their residence  
from Place of Work :-

Sr.No.	Distance from Place of work	No. of Workers.	Percentage
1.	Living at Place work.	47	43.93
2.	1 to 5 KMs.	11	10.28
3.	6 to 10 KMs.	17	15.89
4.	11 to 15 KMs.	11	10.28
5.	16 to 20 KMs.	13	12.15
6.	21 to 25 KMs.	2	1.87
7.	26 to 30 KMs.	2	1.87
8.	Above 30 KMs.	4	3.73
		107	100%

Table No. 3.3 Shows the distance from which the Seasonal workers come to their place of work. It is clear that 47 workers out of 107 i.e. 43.93% come from Factories surroundings. 17 Workers (15.89%) come from 6 to 10 Kms. 11 workers (10.28%) come from 1 to 5 KMs. and 11 to 15 Kms. 13 workers (12.15%) come from 16 to 20 KMs. 2 Workers (1.87%) are coming from long distance of 21 to 25 KMs. and 26 to 30 KMs. No workers are coming from more than 30 KMs.

(7) Division of the respondents according to their Depts.  
There are 13 departments in this factory. Their  
distribution is as under :- Table No. 3.4

No.	Department	No. of respondents	Percentage
1.	General	4	3.74
2.	Labour	4	3.74
3.	Civil	-	-
4.	Accounts	5	4.68
5.	Development	2	1.87
6.	Security	3	2.80
7.	Agriculture	3	2.80
8.	Vehicle	1	0.94
9.	Time and Office	3	2.80
10.	Caneyard	13	12.15
11.	Sugar Godown	4	3.73
12.	Store	5	4.68
13.	Manufacturing	27	25.23
14.	Engineering.	<u>33</u>	<u>30.84</u>
		107	100%

Table No. 3.4 shows the number of Seasonal workers is greater in manufacturing, engineering and caneyard dept. It is 25.33, 30.84 and 12.15 respectively. As compared to these the number of Seasonal workers working in other department is very negligible. It is notable that Civil department there is no seasonal worker.

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(8) Mode of Conveyance :-

Seasonal workers come to their place of work by Bus (S.T.). On foot or by bicycle or by any other vehicles. Division of respondents recording to their mode of Conveyance :- Table No. 3.5

S.No.	Mode of Conveyance	No. of Respondents	Percentage.
1.	On Foot	49	45.79
2.	By Bus (S.T.)	20	18.69
3.	By Bicycle	32	29.91
4.	By Other Vehicles.	6	5.61
		107	100%

Table No. 3.5 shows the majority of workers come to work on foot because they are living in factories. -Surrounding. Out of 107 Workers 32 workers are coming to factory by bicycle because they live at very near the factory and 20 workers come by Bus (i.e. 18.69%).

(9) Division of respondents according to seasonal permanent and Seasonal temporary :-

In this factory, workers are classified as Seasonal and permanent. But again seasonal workers are classified as Seasonal permanent and Seasonal temporary. Seasonal permanent workers get the retention allowance in off season. But seasonal temporary workers do not get the retention allowance in off season and even their no job security for them as there is no guarantee that they will get job in the next season.

Division of Seasonal Workers as Seasonal Permanent and Seasonal Temporary are as under : Table No. 3.6 :-

Sr.No.	Type of Respondent	No. of Respondents	Percentages.
1.	Seasonal Permanent	83	77.57
2.	Seasonal Temporary	24	22.43
		107	100%

Table No. 3.6 shows that nearly 24 of the Seasonal workers are working as Seasonal Temporary means many a times they are working as and on monthly wages. Many such workers are working in the same Factory continuously for more than 5 to 6 years and still they are working as Seasonal Temporary. This fact is thinkable.

(10) Distribution of respondent according to their total Salary. Table No. 3.7

No.	Total Salary	No. of Respondents	Percentage.
1.	Below Rs. 700/-	3	2.80
2.	700 to 800	-	-
3.	800 to 900	6	5.61
4.	900 to 1,000	15	14.02
5.	1,000 to 1,100	-	-
6.	1,100 to 1,200	-	-
7.	1,200 to 1,300	41	38.32
8.	Above 1,300/-	42	39.25
		107	100%

Table No. 3.7 shows that the majority of workers mean 42 and 41 out of 107 workers gets the Salary of Rs. 1,200 to 1,300/- and above Rs. 1,300/-. But this Salary is the total Salary. Basic Salary is very low of these workers.

Division of the Seasonal Workers according to their  
Size of family :-

Table No. 3.8

Sr.No.	No. of Family members	No. of Respondents	Percentage
1.	1 to 5	27	25.23
2.	6 to 10	79	73.83
3	11 to 15	1	0.93
4.	Above 15	-	-
		<u>107</u>	<u>100%</u>

Table No. 3.8 indicates the medium size families  
workers are very large means 79 workers (73.83%), 25.23%  
Seasonal workers have Small size families. Only 0.93%

Workers are having big size families. No any worker  
has more than 15 members families.

(13) Division of Seasonal Workers according to their land:-

In this area agriculture is the occupation of majority of the Seasonal workers, so it is important that to get information about their lands :-

Table No. 3.9

Sr.No.	Particulars of land holders and less land holders.	No. of respondents.	Percentage
1.	Land holders	85	79.44
2.	Landless Workers.	22	20.56
		<hr/> 107	<hr/> 100%

Table No. 3.9 shows 84 i.e. 79.44% workers are land holders and 22 i.e. 20.56% workers are landless. The majority of landholders workers. But these table not show the number of land in each worker of this is under water (irrigated) or not. All it is shown in Table No. 3.10.

Division of respondents according to their size of land :-

Table No. 3.10

Sr.No.	Size of land held	No. of respondents	Percentage.
1.	Landless	22	20.56
2.	Below 1 Acre	8	7.48
3.	1 to 5 Acres.	58	54.21
4.	6 to 10 Acres.	16	14.95
5.	Above 11 Acres.	3	2.80
		107	100%.

Table No. 3.10 shows the majority of Seasonal workers are having 1 to 5 Acres land. Out of 107 Workers 58 workers i.e. 54.21% are having their own 1 to 5 acres land; that means  $\frac{1}{2}$  of the workers have their own 1 to 5 acres land; While 16 i.e. 14.95% have their own 6 to 10 acres and 8 Workers i.e. 7.48% have their own below 1 acre land. 3 Workers i.e. 2.80% have their own above 11 acres land and landless Seasonal workers are 22 (20.56%).



Division of the respondents according to their payment  
System :-

Table No. 4.1

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Sr.No.	Payment System	No. of Respondents Percentage
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1.	Daily Wages	-
2.	Monthly Wages	107
		100%
		-----
		107
		100%
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Table No. 4.1 shows that the 100% employees are on monthly basis. In this Sugar Factory not given the daily wages of and to any workers.

(5) Welfare Facilities :-

Different Welfare facilities are given by the Factory. Such as Canteen, Rest-Room, and Recreational as well as educational , medical facilities, Fair Grain shop is there. But the important question is whether all the workers are getting the advantage of these facilities and whether they are satisfied with them or not? Table No. 4.2 shows the opinion of respondents about these facilities which are available at the site of the Factory :-

Table No. 4.2

(1) Division of respondents to their opinion about the Canteen facilities :-

Sr.No.	Canteen facilities	No. of respondents	Percentage.
1.	Satisfied.	97	90.65
2.	Dis-Satisfied.	<u>10</u>	<u>9.35</u>
		107	100%

Table No. 4.2 Shows 97 respondents i.e. 90.65% are satisfied with Canteen facilities while 10 i.e. 9.35% workers are not satisfied with the Canteen facilities.

(2) Division of respondents according to their attitude towards rest-room facilities available at the Factory site.

Table No. 4.3

Sr.No.	Rest-Room facilities Provided.	No. of Respondents	Percentage
1.	Yes	54	50.47
2.	No	53	49.53
		<hr/> 107	<hr/> 100%

It means that 54 i.e. 50.47% get advantage of rest-Room facilities but 53 i.e. 49.53% are not getting it.

(3) Housing Facility :-

According to requirement of Wage Board Factory has to make provision of the residence of Seasonal workers.

Accordingly Factory has built-up well equipped quarters for Seasonal workers, because Seasonal Workers come from long distance tne they have to face the problem of housing. This type of workers take the advantage of this facility.

Following Table shows the division of the Seasonal workers according to their housing facilities :-

Table No. 4.4

Sr.No.	Housing Facilities	No. of respondents	Percentages.
1.	Yes	38	35.51
2.	No	69	64.49
		<u>107</u>	<u>100%</u>

Table No. 4.4 shows 38 workers i.e. 35.51% are getting the advantage of housing facilities and 69(64.49%) workers are not getting the benefit of housing facilities. Means very few workers are getting the benefit of housing facilities.

Medical Facilities :-

As per the provisions of Factory Act, Medical facilities are provided both to the Seasonal and Permanent workers. Seasonal workers can get the benefit of medical facilities throughout the year, but as they are seasonally employed they are in a position to enjoy these facilities only during the season because during the off season they live in their own villages.

Table No. 4.5 shows division of respondents according to their opinion about the medical facilities.

Table No. 4.5

Sr.No.	Medical facilities	No. of respondents	Percentages
1.	Satisfied	104	97.20
2.	Dis-satisfied.	3	2.80
		<hr/> 107	<hr/> 100%

There are 104 workers (97.20%) are satisfied with medical facilities while 3 (2.80%) workers are not satisfied.

(5) Grain-Shop and Sugar at concessional rate :-

In this factory 4 Kgs. Sugar at concessional rate is given both to Seasonal and Permanent workers. But the Seasonal temporary workers are not given the sugar in concessional rate.

The following table shows according to their Buyer at Concessional rate :-

Table No. 4.6 :

Sr.No.	Concessional Rate of Sugar.	No. of Respondents.	Percentage.
1.	Satisfied.	86	80.37
2.	Dis-Satisfied.	21	19.63
		107	100%

Table No. 4.6 shows the majority of Seasonal workers i.e. 86 (80.37%) are satisfied the concessional rate sugar given by the Factory while 21(19.63%) are not satisfied with it.

(6) Educational facilities :-

It is found that Primary education , I.T.I., College and Engineering College education is made by the Factory. But in many seasonal workers are coming daily from villages and these workers are seasonal employed. So their children are not in a position of getting the benefit of educational facilities provided by the factory.

(7) Division of the respondents according to the provision of Provident Fund facilities :-

Table No. 4.7

Sr.No.	Provident Fund facilities.	No. of respondents	Percentages.
1.	Yes	87	81.31
2.	No	20	18.69
		<u>107</u>	<u>100%</u>

Table No. 4.7 shows that 87 i.e. 81.31% workers get Provident Fund facilities as 20 i.e. 18.69% respondents do not get Provident Fund facilities in Sugar factory.

(5) Work during Off-Season :-

Seasonal workers are only seasonally employed. They are employed only during the Crushing season. What they do in off season is important whether they work in farm, whether they do any business or remain unemployed. Table No. 4.8 shows the division of Seasonal workers according to their work in off-season :-

Table No. 4.8

No.	Particulars of work at some other place.	No. of respondents.	Percentage.
1.	Remain Unemployed.	27	25.23
2.	Work in Agriculture.	30	28.04
3.	Doing some other business	50	46.73
4.	Agriculture and work at other places.	-	-
		<hr/> 107	<hr/> 100%

Table No. 4.8 shows that 27(25.23%) workers are unemployed. 30(28.04%) workers work in agriculture, 50(46.73%) workers do some other business. Near the  $\frac{1}{2}$  workers are doing in some other business.



(7) Retention Allowance :-

Retention allowance is the allowance given to Seasonal Workers during Off Season, when they are not employed in workers in the factory. The purpose of giving such allowance is to maintain the continuity of attachment of the workers to the factory as Seasonal workers and as to maintain the assured supply of experienced workers in year to some such allowance is to the workers during the off-season.

Division of the respondents as per the retention allowance :-

Table No. 4.9

Sr.No.	Retention allowance	No. of respondents.	Percentage
1.	Yes	83	77.57
2.	No	24	22.43
		107	100%

Table No. 4.9 shows 83 Seasonal employees get retention allowance while 24 Seasonal employees do not get any such retention allowance.

These 24 workers are not Seasonal permanent, they are temporary workers, So they do not get the allowance in Off-Season.

(20) Division of respondents according to rate of Retention Money :-

Table No. 4.10

Sr.No.	Rate of Retention Allowance.	No. of Respondents.	Percentage.
1.	25% of Monthly Salary	41	38.32
2.	11% of Monthly salary	42	39.25
3.	NO Retention allowance	24	22.43
		<u>107</u>	<u>100%</u>

Table No. 4.10 shows that 41 i.e. 38.32% get 25% Retention allowance and 42 i.e. 39.25% respondents get 11% retention allowance and 24 workers i.e. 22.43% do not get any retention allowance.

(21) Wages :-

It is interesting to note that the opinions of Seasonal employees about their wages, whether they are satisfied or dissatisfied.

Division of Seasonal employees according to their opinion about wages :

Table No. 5.1

Sr.No.	Opinion about wages.	No. of Respondents.	Percentage.
1.	Dissatisfied.	100	93.46
2.	Satisfied.	7	6.54
		<hr/> 107	<hr/> 100%

It is clear in the above chart that majority of workers are not satisfied about their wages out of 107 ..100 i.e. 93.46% workers are dissatisfied about their wages they get from the Factory.

(22) Indebtedness :-

As the wages of workers are few, it is but natural that they have to take loans to keep themselves alive.

Division of respondents according to their indebtedness :-

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Sr.No.	Indebtedness	No. of Respondents      Percentage.
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1.	Indebtedness	81                      75.70%
2.	No debts	26                      24.30%
		<hr/>
		107                      100%
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Majority of Seasonal workers take loan. 81 out of 107 i.e. 75.70% workers are indebted and 26(24.30%) workers have not taken debts.

(23) Sources of Loan :-

There are different sources of loan, such as money lenders, Co-Operative Societies, Banks etc. It is important to see from which source respondents prefer to raise loans.

Division of respondents according to their sources of borrowing money :

Table No. 5.3

Sr.No.	Source of Loan	No. of Respondents.	Percentage
1.	Friends	29	27.10
2.	Relatives	27	15.89
3.	Credit Society	10	9.35
4.	Bank	3	2.80
5.	Money Lenders	6	5.60
6.	Relatives and Credit Societies.	4	3.74
7.	Relatives and Friends.	12	11.21
8.	No debts	26	24.30
		107	100%

Table No. 5.3 shows that 29 i.e. (27.10%) respondents raise loan from friends and 27 i.e. 15.89% workers raise loans from relatives, 10 i.e. 9.35% Workers use Credit Society, Only 3 i.e. 2.80% workers get loan from Bank, 6 i.e. 5.60% raise loan from Money lenders, 4 i.e. 3.74% raise loan from Relatives and Credit Societies, 12 i.e. 11.21% raise loan from relatives and friends. That means many respondents are dependent upon Relatives and Friends. ..168..

(24) Recruitment :- Generally Seasonal workers are directly employed in Sugar Factory. Let us see whether they are satisfied with the recruitment or not.

Division of respondents according to their view about recruitment.

Table No. 5.4

Sr.No.	View of respondents	No. of Respondents.	Percentage
1.	Satisfied.	94	87.85
2.	Dissatisfied.	13	12.15
		107	100%

Table No. 5.4 shows that 94 i.e.(87.85%) Seasonal employees are satisfied about the recruitment whereas 13(i.e. 12.15%) are not satisfied with recruitment procedure.

(25) Promotion :- Table No. 5.5

Division of respondents according to their promotions :-

Sr.No.	Promotion	No. of respondents	Percentage.
1.	Yes	44	41.12
2.	No	63	58.88
		107	100%

Table No. 5.5 shows 44 respondents get promotion in their service, while 63 workers i.e. 58.88% do not get the promotion in their service.

(26) Transfer :- Transfer from one department to other Department. Division of Seasonal workers according to their transfer from one department to other department.

Table No. 5.6

Sr.No.	Transfer of Respondents from One dept. to other.	No. of Respondents.	Percentage
1.	Yes	41	38.32
2.	No	66	61.68
		107	100%.

Table No. 5.6 shows that 41 workers i.e. 38.32% are transferred from one department to other. Whereas 66 i.e. 61.68% workers are not transferred to other department.

(27) Administration :- Following chart indicates the view of workers about the administration that means about the management and about higher authorities. :

Table No. 5.7

Sr.No.	Opinion of respondents towards administration.	No. of respondents.	Percentage
1.	Satisfied.	90	84.11
2.	Dissatisfied.	17	15.89
		107	100%

Majority of Seasonal workers 90 i.e. 84.11% are satisfied towards the administration of factory while 17 i.e. 15.89% are not satisfied with it.

(28) Weekly-Off :- Table No. 5.8 indicates the proportion of respondents according to the weekly off given to them :- Table No. 5.8

Sr.No.	Weekly off	No. of respondents	Percentage
1.	Yes	107	100
2.	No	-	-
		<hr/> 107	<hr/> 100%

All Seasonal workers that is permanent and temporary get Weekly Off.

(29) Leave without permission : Table No. 5.9 :-

It is clear whether Seasonal Workers in this Factory remain absent without permission :-

Sr.No.	Leave without permission	No. of respondents	Percentage
1.	Yes	107	100
2.	No	-	-
		<hr/> 107	<hr/> 100%

No Seasonal workers remain absent without permission in this Factory.



(30) Trade Union :- Table No. 5.10

In this factory One Trade Union is there. Very few members are there in the Trade Union. Table No. 5.10 shows how many Seasonal Workers are the members of Trade Union.

<u>Table No. 5.10</u>			
Sr.No.	Trade Union	Membership No. of Respondents.	Percentage
1.	Yes	34	31.78
2.	No	<u>73</u>	<u>68.22</u>
		107	100%

It means very few workers 34 (31.78%) are members in this Trade Union.

Table No. 6.1 :- Table No. 6.1 Shows the light on on the fact whether the workers get benefit of Trade Union to solve their problems :-

Sr.No.	Useful in Solving Problems.	No; of respondents	Percentage.
1.	Yes	51	47.66
2.	No	<u>56</u>	<u>52.34</u>
		107	100%

It is important thing that the Trade Union solves the problems in non-member workers. 51 (i.e. 47.66%) Seasonal workers are not getting benefit of Trade Union to solve their problems; whereas 56(i.e. 52.34%) workers have not yet got the advantage of Trade Union to solve their problem.