

CONCLUSIONS AND SUGGESTIONS

Researcher has visited the Factory for a number of times, when doing research work contacted a number of Seasonal employees. Researcher contacted Seasonal permanent workers and Temporary workers. In contact researcher also issued a questionnaire to 107 Seasonal employees representing different departments. Important information has been collected from this questionnaires. Researcher also contacted to the higher authorities and deeply studied the last Annual Reports.

Researcher also take the interviews of several workers and authorities and from all these sources she collected all the information. After studying all this, Researcher reached the following conclusions - the characteristics of Seasonal employees, as well as activities through the different angles :-

(1) Education :-

Many Seasonal workers are literate because the percentage of Secondary, higher Secondary and College and Technical education is more than illiterate. Though they literate their standard of living is not according to their literacy. They are tied with their traditions.

(2) Agricultural Background :-

The percentage of agricultural seasonal workers is more than 80%. They work in a factory as a side business. Agriculture is the main occupation of their families because of their traditional business.

(3) Poverty :-

Poverty is the stain of the advanced economy like India. The workers live in adverse condition arising from the poverty. It is very difficult from them to get the bear necessities of life, food, clothing and shelter in good condition.

(4) Seasonal employment/Disguised employment :-

The Seasonal workers who work temporarily or on daily wages are seasonally employed. They do not get allowances of Off Season. In Off Season they are engaged in agricultural works. Mostly the piece of land is small and more than required persons are engaged in it. It is the type of disguised employment.

(5) Sub-Division and Fragmentation of land :-

The breaking of the joint family, the effect of this the land which they previously held is divided into small pieces of land. Because of this sub-division and

fragmentation of land, it is very difficult to cultivate the land. The pieces of the land are very small. Because of this it gets insufficient to earn their livelihood and they search for other side business.

(6) Service Conditions :-

(1) Working Conditions :-

Two types of lighting in this factory - artificial and natural. To get more light to all the departments of Karkhana; there are many side windows. Inside the factory the arrangement of drinking water is there. The working hours of the workers are of 8 hours. For the overtime work the Karkhana gives double charges. Also the multiple shift system is there.

In this Sugar factory the majority are workers satisfied about temperature, humidity, air movement, illumination, sanitation and ventilation.

For the disposal of molasses, press-mud the proper arrangement is there and also sullage water is made. Molasses is sent to distillery, press-mud is used for the Compost manure and sullage water is stored in the tank for the time being. Proper provision for the facing and safety guards. All workers are satisfied regarding the working condition. No single complaint is there about working condition.

(2) Departments :-

Majority of Seasonal workers are working in three departments namely Engineering 33 i.e. 30.84%, Manufacturing 27 i.e. 25.23% and Caneyard 13 i.e. 12.15%.

(3) Training :-

Seasonal workers get the knowledge of these job only through experience. Most of them have to begin their job as Helpers only. So we can say that Seasonal workers are not getting formal training in this particular factory. In this factory particular knowledge of work on the job is given to Seasonal workers. Very few workers sent to Shrirampur to take the training.

(4) Period of Service :-

54 Workers i.e. 50.47% are working in 6 to 10 years, Secondly 20 i.e. 18.60% workers are working in 21 to 25 years. So it can be concluded that more than 70% Seasonal workers are experienced.

(4) Promotion :-

Promotion is given to Seasonal Worker after some years experience. This data shows only 44 respondents (i.e. 41.12%) get promotion.

(5) Transfer from One Department to Another :-

This data shows that Seasonal Workers are transferred from one department to another in the few years service. No one is transferred from one department to another department in every year. Only 41 Seasonal workers means 38.32% workers are transferred from one department to another department.

(6) Salary :-

It is clear from the collection of data the total salary of 42 workers is above 1,300 and 41 workers gets the salary of Rs. 1,200/- to Rs. 1,300/-. This salary is total salary. So it can be concluded that wages earned by Seasonal employees are not much satisfactory.

(7) Wage Structure :-

In this factory many workers payment given in monthly payment system and a few workers given the daily wages.

(1) Personnel Data of Seasonal Worker :-

1. Education :-

After studying about the data is clear that the majority workers are educated to the Secondary education i.e. 38(35.51%), 33 i.e. (30.84%) workers have completed Primary education. So Researcher can say that more workers are educated.

2. Sex :-

In this factory the researcher has found that there is no female worker. All Workers are male workers because of the hard work there and also night shifts. The work is of physical nature. In the rural areas women are engaged in household duties and remaining time women are engaged in Agricultural work.

3. Marital Status :-

In this Factory 104 workers i.e. 92.20% are married and 3 i.e. 2.80% workers are unmarried. More workers are married because they are the age group of 21 to 30 and 31 to 40.

4. Family Background :-

The main source occupation of Seasonal workers is Agriculture. Out of 107 workers 85 i.e. 79.44%

workers are land-holders. Family background of the Seasonal employees is primarily agricultural.

5. Religion and Caste :-

Majority of the Seasonal workers in this factory are from Maratha community. Out of 107 workers 57 workers i.e. 53.27% are Maratha community because the factory is situated in rural area. In the factory area Maratha community is more than others.

6. Age :-

It is found that 43 i.e. 40.19% workers are from the age group of 31 to 40 and 19 workers are of 41 to 50 age group. That means most of the workers are very young.

7. Facilities given to Workers :-

1. Housing Facilities :-

All Seasonal workers do not get the advantage of housing facilities. Seasonal temporary workers do not get advantage of housing facilities. Only 38 i.e. 35.51% out of 107 Seasonal permanent workers get the advantage of housing facilities. These houses are of different types i.e. Bamboo's, chataies(mats) and of concretes.

2. Grain-Shop facilities and Concessional Rates of Sugar:

86 Out of 107 that means majority of Seasonal workers are satisfied with the grain shop and concessional rate of Sugar is given by the Factory. While 21 are dis-satisfied. The advantage of the grain-shop facility is only in the Crushing season.

3. Leave Facilities :-

No Seasonal employees remain absent from the work without permission. Every Seasonal worker-employee enjoys the weekly off. Permanent workers get the leave facilities as follows :-

Seasonal workers gets 1 day leave for 20 days' work. Casual leave for 7 days and Sick leave for 12 days.

4. Canteen Facilities :-

The present data shows 97 employees are satisfied with Canteen facilities while 10 are not satisfied with it.

5. Rest-Room facilities :-

It can be conducted from the present data that 54 i.e. 50.47% workers get the advantage of rest-room facilities, 53 i.e. 49.53% workers do not get advantage of these facilities.

6. Medical Facilities :-

All the workers in this factory get the advantage of medical facilities because the medical facility provided at the Factory site. Out of 107 workers 104 i.e. 97.20% workers are satisfied with the medical facilities. Only 3 workers are not satisfied by the medical facilities.

7. Bonus :-

Both Seasonal Permanent and Permanent workers get Bonus at the time of Diwali festival.

8. Condition of Workers in Off Season :-

1. Work during Off Season :-

Only in Crushing Season seasonal worker work in the Factory in off season. They have to work in agriculture or they have to do something. But some Seasonal workers are not doing anything.

50 i.e. 46.73% Seasonal employees in this Factory are doing some other business., 30 i.e. 28.04% are working in agriculture.

2. Retention Allowance :-

Retention Allowance is the allowance given to

Seasonal workers during off season when they are not employed in the Factory. Seasonal temporary workers do not get the retention allowance. Only Seasonal Permanent workers get the retention allowance

All workers not get the same rate of retention allowance. Different types of workers get the different rate of retention allowance. The retention allowance is given according to their category and period of service. This allowance is given in Seasonal Permanent workers when they are attending the next Crushing Season.

10. Opinion of Seasonal Workers about different things :-

1. Administration :-

More Seasonal Workers are satisfied with the Administration.

2. Recruitment :-

In this Sugar Factory majority of Seasonal workers are satisfied with the recruitment procedure of the Factory. Out of 107 workers 194 workers are satisfied for recruitment procedure.

3. Wages :-

From the present data it can be concluded that workers are not satisfied with the wages paid to them. 100 Respondents are dis-satisfied.

11. Other Aspects :-

1. Indebtedness :-

More workers take the loans because they cannot get sufficient wages to satisfy their needs. Most of the temporary workers and the workers on daily wages both are getting very less wages because there reasons there are indebtedness of 81 i.e. 75.70% out of 107 respondents are indebtedness.

2. Trade Union :-

There is One Trade Union namely 'Rashtriya Sakhar Kamgar Union '. Very few workers are members of this Trade Union.

34 Out of 107 respondents are the members of Trade Union.

51 Respondents gave opinion that Trade Union has proved useful to them in solving their own problems.

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SUGGESTIONS

(1) Wages :-

Workers in the Factory are getting low wages. The workers are not satisfied about the wages paid to them. The workers on daily wages should not get proper wages. The condition of daily wages is worst. In short the majority of workers get dissatisfactory wages.

(2) After observing many workers the workers worked in this factory for more than 5-6 years. But still they are working as Temporary Seasonal workers. If the workers get permanent job, the efficiency of the workers automatically increases - as well as the effect of these efficiency goes to the increase in production.

(3) Housing Facility :-

It is observed that the few workers get housing facility and others not get housing facility, which actually they want. If they get the housing facilities, it will increase their efficiency.

(4) Adult Education :-

Most of the workers come from rural area. They have taken only Primary and Secondary education. They are deprived of higher education because of their difficulties.

The effort should be made for continuing their education so that they can make progress in their life.

(5) Canteen :-

Majority of Seasonal workers are getting benefit of Canteen. So the standard of Canteen should be improved and standard of different foods should be improved as well as proper attention to the cleanliness of Canteen.

(6) Bonus :-

It is observed that the rate of the Bonus is lower. It should be increased.

(7) The Seasonal employees should be some time get the job by the Factory in the Off Season, though the job will not be given directly but indirectly related with the Sugar industry.