

CHAPTER V

OBSERVATIONS, CONCLUSION & SUGGESTIONS

1.1 OBSERVATIONS

According to the data collected through the questionnaire and personal interviews, the general observations are made as under :

- 1) The Karkhana has provided housing facility in the Colony to the technical staff and essential staff in the available quarters.
- 2) The Karkhana has implemented a fair wage policy according to the agreement as mentioned in the Introduction Chapter.
- 3) The Karkhana has paying monthly payments regularly.
- 4) 63% respondents are using the bonus amount for festival purpose.
- 5) There is a less attitude towards savings.
- 6) While collecting data, it is observed that, fair and healthy relations are established between the Management and the workers.
- 7) There are general deductions in the salary of employees such as professional tax, income tax, repayment of loan, insurance, provident fund , labour welfare fund etc.

1.2 CONCLUSION

- a) Generally, it is seen that, the more number of workers (65%) are not satisfied with new pay scales fixed by the III rd Wage Board as they compare their wages with the Institutions like Banks, L.I.C., M.S.F.C., M.S.E.B. etc.,
- b) 65% respondents wants to change in the fixation rate of house rent allowance and according to them, it should be as per Government rate.
- c) Technical staff are not satisfied with the gradation, awarded by the IIIrd Wage Board.
- d) Officer cadets are not benefitted by the IIIrd Wage Board. (Like Administrative Officer)
- e) There is a no provision for promotion to the fitting person in the recommendations of III rd Wage Board ,as the posts recommended in the Sugar Industry are fixed.
- f) Due to the implementation of the recommendations of III rd Wage Board, respondents are getting Rs.210/- to 357/-increased pay ,per month.
- g) The rate of dearness allowance is increased at Rupees 1.85 per point instead of Rs.1.65 per point.

- h) Due to implementation of the agreement on the basis of recommendations, of IIIrd Wage Board, respondents have benefitted with following facilities.
1. House Rent Allowance
 2. Medical Allowance
 3. Washing Allowance
 4. Night Shift Allowance
- i) Rate of retention allowance is also increased.
- j) Number of respondents (22) are not satisfied with the rate of other allowances.
- k) There is no provision for pension scheme in the recommendations of IIIrd Wage Board, as well as in the agreement, according the respondents.
- l) The Management of Shri Chhatrapati Rajaram Sahakari Sakhar Karkhana Ltd., Kasaba bawada, Kolhapur, is succeeded in implementing the recommendations of IIIrd Wage Board, according to the agreement.
- m) The workers are benefitted by awarding special sick leave with full pay for one year due to the diseases like Cancer, Leprosy, Paralysis, Heart disease etc.,

- n) The workers are benefitted in the increased pay by awarding difference of 21 months (i.e. period from 1st January, 1988 to 30th September, 1989).

1.3 SUGGESTIONS

- 1) There is a vast scope for reconsideration of house rent allowance. It is a first time that, new Wage Board has awarded the benefit of house rent allowance. However, the Researcher has given sessions hearing from the workers, on this issue and in their opinion, house rent allowance should be paid as per Government rate or as per the procedure followed by the Government to their workers.

- 2) It is surprising that, new Wage Board has not made any express recommendations on the issue of Gratuity or pension. The workers feels that, pension scheme should be implemented with immediate effect. Similarly, on the issue of Gratuity, the workers are of the opinion that, it should be paid one month per year instead of 15 days which is at present for completed service. (In case of permanent workers)

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- 3) The new Wage Board is silent on the issue of promotions of the workers. In the opinion of the workers, time bound promotion scheme should be implemented.
 - 4) The new Wage Board is silent on the issue of education allowance and festival allowance.
 - 5) According to the respondents point of view, the Wage Policy fixed by the IIIrd Wage Board is according to the situation of sugar factories in the rural area. The workers in the sugar factories situated in city area have not been benefitted as compared with the workers working in the sugar factories situated in rural area.