

CHAPTER-VII

EMPLOYMENT IN SUGAR MILLS

Employment in Sugar Mills

"Of the 200 working factories in 1965-66, 162 furnished the information regarding the number of employees, engaged by them in that year". The total number of employees in the remaining 38 non-reporting factories has been estimated on the basis of the crushing capacity and the number of employees employed by the reporting factories in each State. The total number of employees in the 200 working factories in 1965-66 was about 2,00,298. According to the First Wage Board's Report, the total number of employees was 1,88,721 in 1957-58 in the 171 working factories. The number of factories increased by 29, and the number of workers by 11,577 in between 1957-58 and 1965-66. The following table shows the average number of employees per reporting factory during 1957-58 and during 1965-66.¹

Average number of employees per reporting factory.

Table 106

State	1957-58*	1965-66**	
Andhra Pradesh	1093	945	* First Sugar Board's Report.
Assam	-	924	**From the replies received by this Wage Board.
Bihar	1134	1044	
Gujarat	545	620	
Kerala	812	798	
Madhya Pradesh	970	567	
Maharashtra	840	871	
Mysore	1172	921	
Orissa	564	464	

Contd..

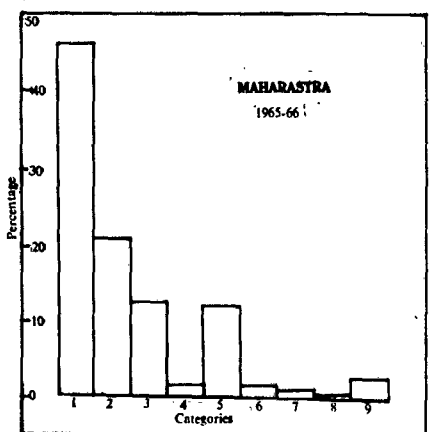
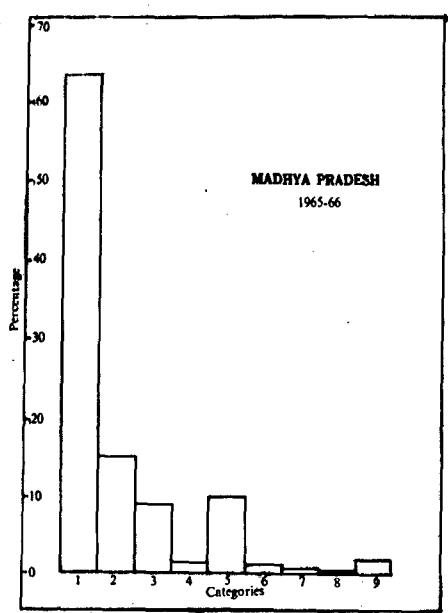
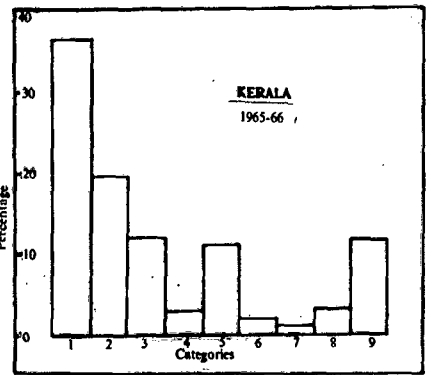
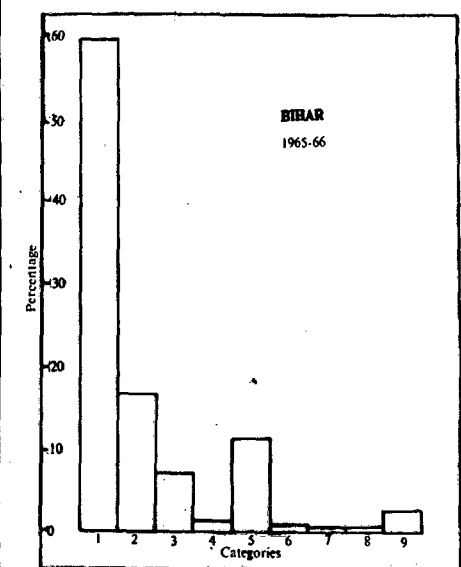
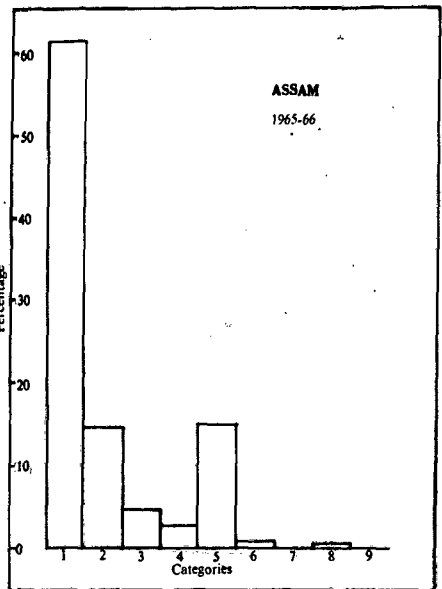
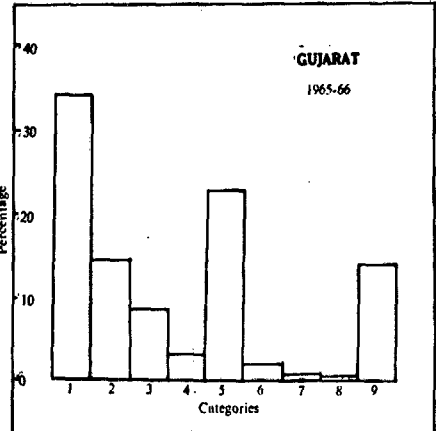
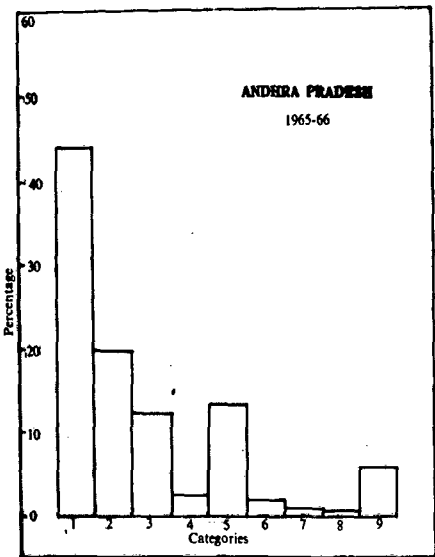
1. Report of the Second Central Wage Board for the Sugar Industry, 1970 (Government of India), P.15

Table (contd).

State	1957-58	1965-66
Pondicherry	-	546
Punjab	1485	903
Rajasthan	837	960
Tamil Nadu	1081	907
Uttar Pradesh	1224	1203
West Bengal	1021	996
ALL INDIA (Average)	1114	1009

The above figures show that the average employment per factory decreases from 1114 in 1957-58 to 1009 to 1965-66, i.e. about by 9 per cent. Due to setting up of modern equipments and also due to rehabilitation, expansion and modernisation of some of the old mills, this slight fall in the average number of workers-employed per factory has thus been achieved. In 1965-66 the highest employment per factory was in Uttar Pradesh (1203) followed by Bihar (1044), West Bengal (996), Assam(924), Mysore (921), Punjab (903), Madhya Pradesh (967), Rajasthan (960), Andhra Pradesh(945), Maharashtra (871), Kerala(798) and Gujarat (620), except in Gujarat, Maharashtra, and Rajasthan where the average employment increased by 14 per cent - 4 per cent and 15 per cent respectively. The average employment decreased in other states, in 1965-66 than what were in 1957-58. The average employment being 464 and 546 in Orissa and Pondicherry (where the number of factories was 2 and 1 respectively) was considerably low, compared to All India average of 1009.²

2. Ibid, P. 16.



Index

1. Unskilled

2. Semiskilled

3. Skilled

4. Highly

Skilled

5. Clerks

6. Supervisor

7. Technical

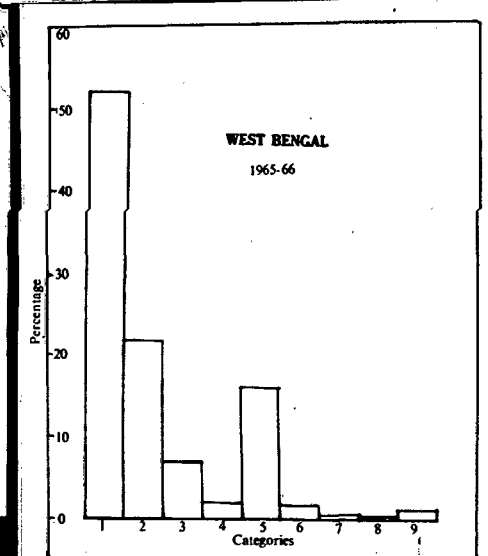
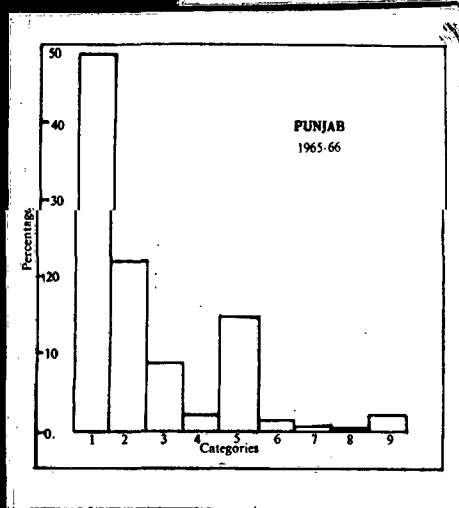
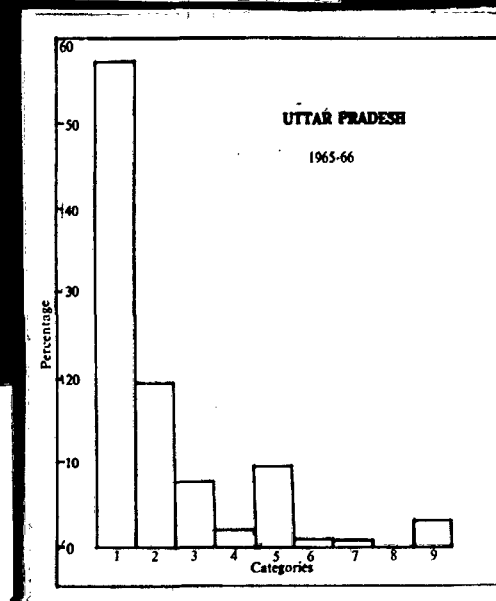
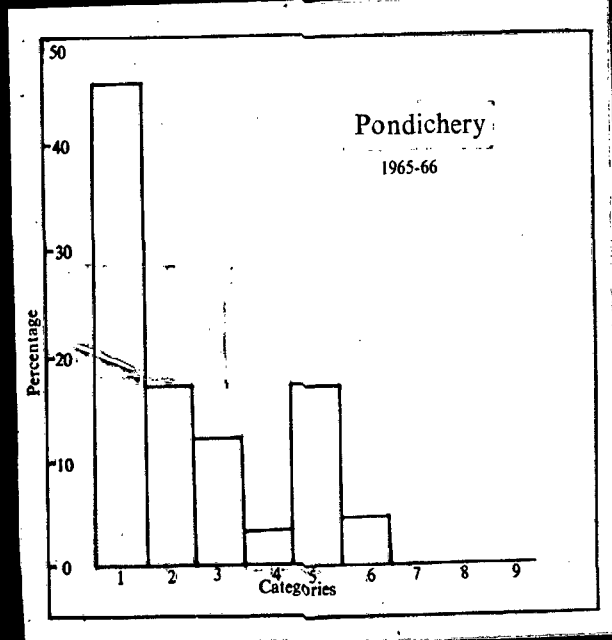
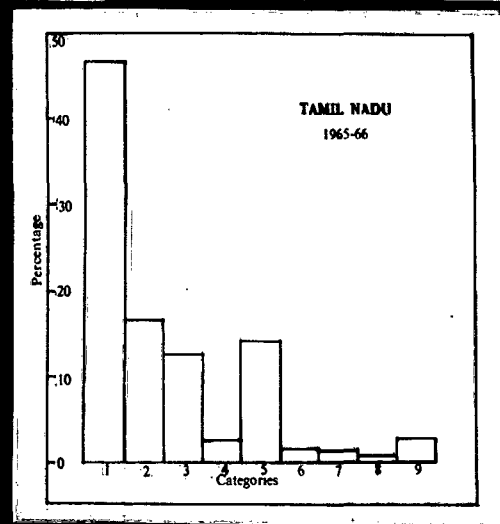
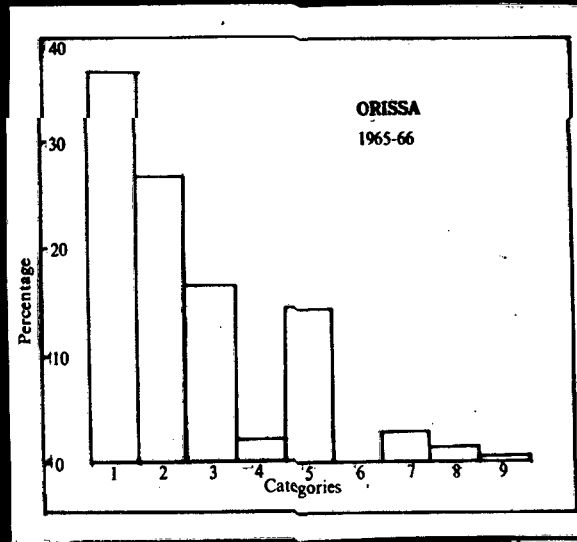
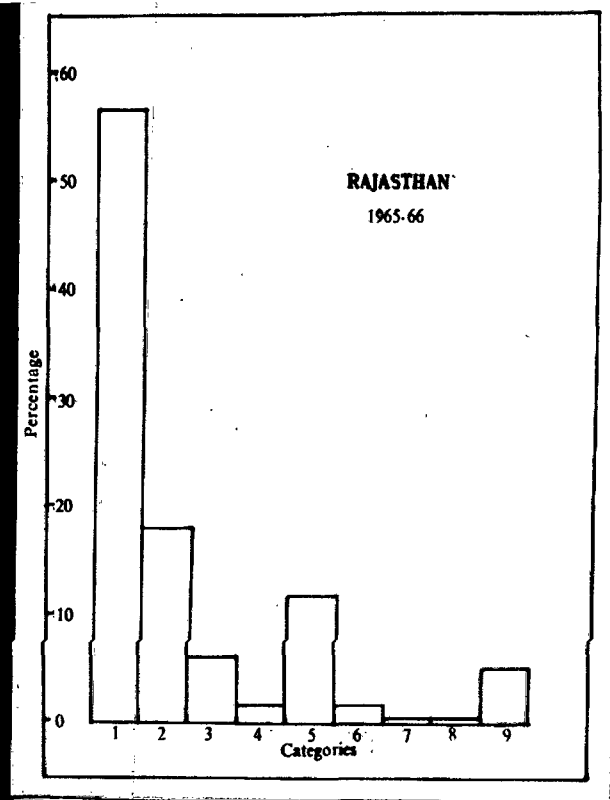
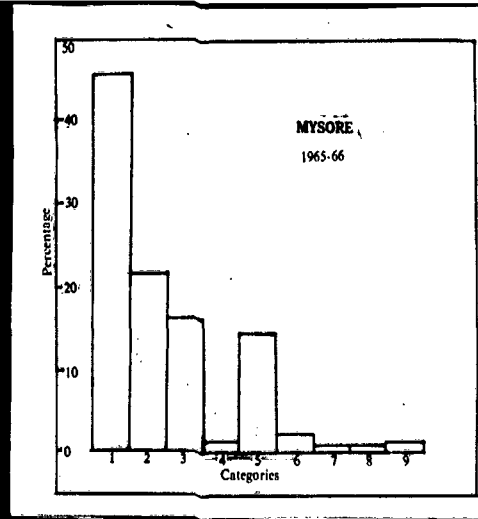
Professional

8. Administrative

Executive

9. Others

Percentage Composition of
Workers in Different States
of India



The employees are classified in different categories, viz., operations, clerical, supervisory, technical, professional, administrative and executive and others. The following table shows the percentage composition of the workers in different categories in 1965-66.³ Percentage Composition of the Workers (Fig 22).

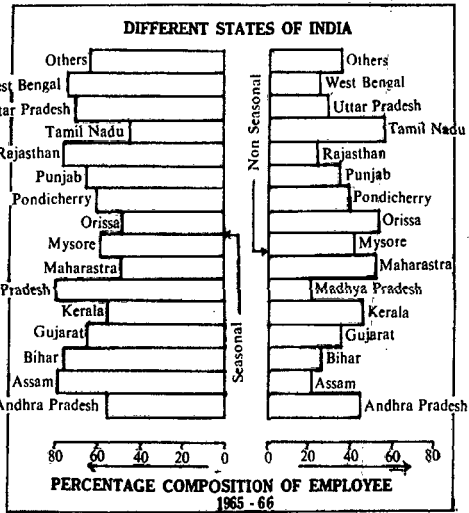
Table 107

S t a t e	Unski- lled	Semi- skilled	Ski- lled	Highly skill- ed	Clerks	Super- viso- ry	Tech- ni- cal pro- fess- ional	Admi- nis- tra- tive	Oth- ers
Andhra Pradesh	44.3	18.9	12.1	2.3	13.4	1.9	0.9	0.4	5.8
Assam	61.4	14.9	4.8	2.8	15.0	0.9	-	0.2	-
Bihar	59.5	16.6	7.4	1.0	11.3	0.9	0.4	0.4	2.5
Gujarat	34.4	14.9	8.6	3.2	22.8	1.8	0.4	0.2	13.7
Kerala	36.8	19.9	12.1	2.6	11.0	1.8	1.0	3.0	11.8
Madhya Pradesh	63.0	14.8	8.5	1.3	9.5	0.8	0.4	0.2	1.5
Maharashtra	46.2	21.0	12.8	1.7	12.3	1.6	1.1	0.5	2.8
Mysore	45.6	21.6	11.4	1.5	14.5	2.5	0.7	0.7	1.4
Orissa	36.7	26.8	16.4	1.9	14.1	-	2.7	1.3	0.1
Pondicherry	45.5	17.3	12.3	3.1	17.2	4.6	-	-	-
Punjab	48.7	21.7	8.7	1.9	14.6	1.4	0.6	0.4	2.0
Rajasthan	56.4	17.7	5.7	1.4	11.8	1.4	0.1	0.2	5.3
Tamil Nadu	46.9	16.9	12.6	2.7	14.3	1.9	1.2	0.8	2.7
Uttar Pradesh	57.9	19.1	7.5	1.6	9.6	0.7	0.5	0.3	2.9
West Bengal	51.6	21.6	7.0	1.6	16.0	1.1	0.4	0.1	0.6
ALL INDIA :	53.1	18.9	9.3	1.7	11.6	1.2	0.6	0.5	3.1

3. Ibid, P. 17.

The above table shows that among the important producing States, Bihar had employed the highest percentage in unskilled category, about 59.6, followed by Uttar Pradesh (57.9), Tamil Nadu (46.9), Maharashtra (46.2), Mysore (45.6) and Andhra Pradesh (44.3). Mysore had the highest percentage (21.6) in semi-skilled category, followed by Maharashtra (21.0), Uttar Pradesh (19.1), Andhra Pradesh (18.9), Tamil Nadu (16.9) and Bihar (16.6). Maharashtra had 12.82 per cent in the skilled category followed by Tamil Nadu (12.6), Andhra Pradesh (12.1), Mysore (11.4), Uttar Pradesh (1.5), and Bihar (7.4). Highly skilled category is found in Tamil Nadu, about 2.7 per cent, followed by Andhra Pradesh (2.3), Maharashtra (1.7), Uttar Pradesh (1.6), Mysore (1.5) and Bihar (1.0). State to state variation is also noticed in the clerical category. About 14.5 per cent clerical employees was in Mysore State, followed by Tamil Nadu (14.3), Andhra Pradesh (13.4), Maharashtra (12.3), Bihar (11.3).⁴

4. Ibid, PP. 15,16.



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The following table shows the percentage composition of employees employed on seasonal and non-seasonal basis in 1965-66 (Fig.No.23) .

Table 108
Percentage Composition of Employees

State	Seasonal	Non-Seasonal	
Andhra Pradesh	55.3	44.7	Seasonal employees in Bihar is 75.4 per cent followed by Uttar Pradesh (71.4), Mysore (59.0), Andhra Pradesh (55.3), Maharashtra (49.4) and Tamil Nadu (45.3). Among the unskilled labour some are employed throughout the year. The highly skilled, skilled and semi-skilled workers are entitled to certain rates of retaining allowance, but the workers who are not employed in off season are not entitled to any retaining allowance. ⁵
Assam	78.2	21.8	
Bihar	75.4	24.6	
Gujarat	65.4	34.6	
Kerala	55.4	44.6	
Madhya Pradesh	79.4	20.6	
Maharashtra	49.4	50.6	
Mysore	59.0	41.0	
Orissa	47.7	52.3	
Pondicherry	61.2	38.8	
Punjab	65.6	34.4	
Rajasthan	76.6	23.4	
Tamil Nadu	45.3	54.7	
Uttar Pradesh	71.4	28.6	
West Bengal	74.7	25.3	
ALL INDIA	64.9	35.1	

5. Ibid, P. 18.

The following figures show a wide range of variation. The seasonal employment in Tamil Nadu was the lowest at 57.8 per cent, whereas percentage in Rajasthan/about 94.7 per cent. Percentage of employment in Bihar, Uttar Pradesh, Mysore and Pradesh were 87.8, 84.8, 78.4 and 71.8 respectively. It is an important factor that the strength of labour does not indicate any consistent relationship with the crushing capacity of the units.⁶

Percentage of Labour

Table 109

<u>State</u>	<u>Percentage</u>
Andhra Pradesh	71.8
Assam	87.5
Bihar	87.8
Gujarat	77.9
Kerala	82.7
Madhya Pradesh	90.7
Maharashtra	67.8
Mysore	78.4
Orissa	59.6
Pondicherry	67.6
Punjab	76.2
Rajasthan	94.7
Tamil Nadu	57.8
Uttar Pradesh	84.8
West Bengal	86.4
ALL INDIA :	80.3

6. Ibid, P. 19.

The variation on the labour strength from unit to unit and from one State to another will be seen from the employment figures in 1955-66. These are furnished in the table below:

Variation of Labour Strength
Table 110

State	Unit	Crushing capacity (tonnes)	Employment
Andhra Pradesh	1	500	434
"	1	1000	379
"	1	1000	980
"	2	4200	5198
Gujarat	3	3000	1861
Bihar	1	660	763
"	1	1016	774
"	2	3000	10105
Tamil Nadu	2	2000	1284
Mysore	1	1400	2725
"	1	1500	581
Punjab	1	3250	1427
Maharashtra	24	2000	1655
		between 1000 & 1250	627 (lowest)
"	1	3180	1370
"	1	2600	1878
"	1		2739

The following table shows the percentage of workers employed in large Industrial Establishment and in Sugar Industry from 1925-26 to 1965-66. (Fig.No.24)

PERCENTAGE OF WORKERS EMPLOYED IN LARGE INDUSTRIAL ESTABLISHMENT AND SUGAR INDUSTRY 1925-26

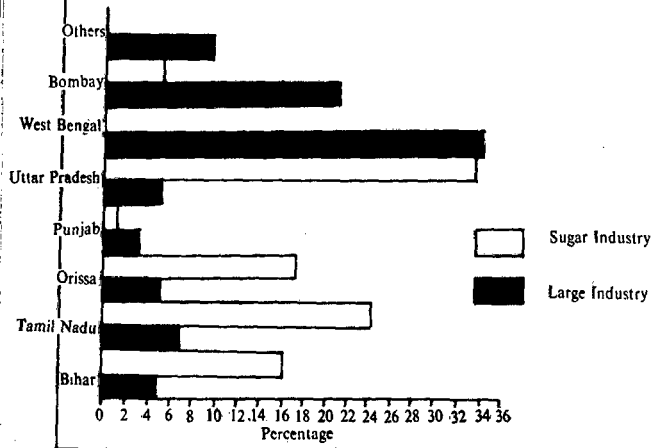


Fig. 24

PERCENTAGE OF WORKERS EMPLOYED IN LARGE INDUSTRIAL ESTABLISHMENT AND SUGAR INDUSTRY 1935-36

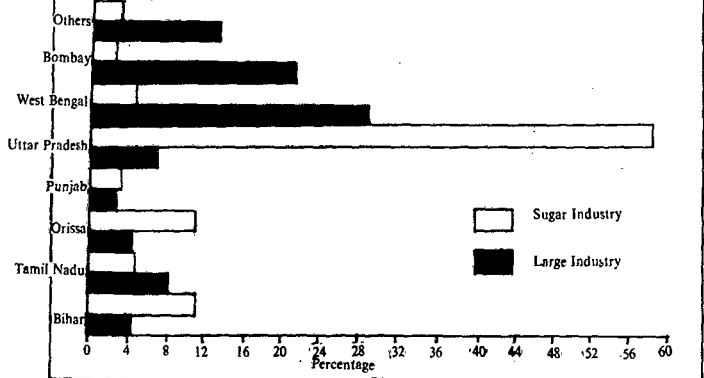


Fig. 25

PERCENTAGE OF WORKERS EMPLOYED IN LARGE INDUSTRIAL ESTABLISHMENT AND SUGAR INDUSTRY 1945-46

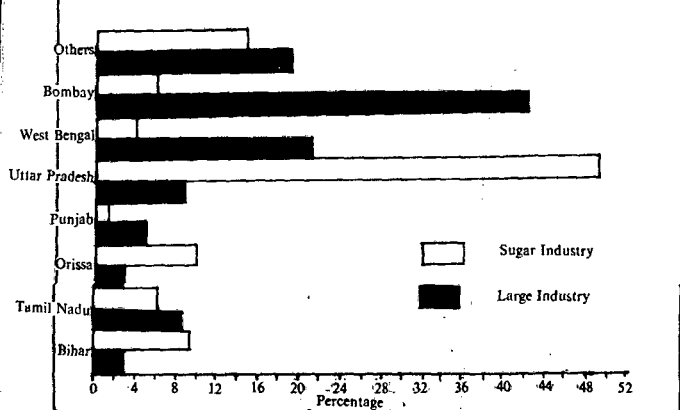


Fig. 26

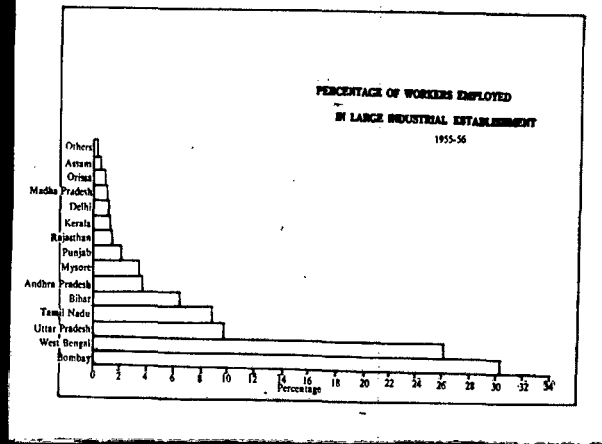


Fig. 21

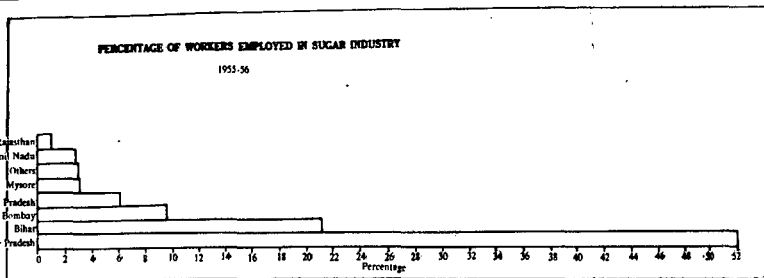


Fig. 22

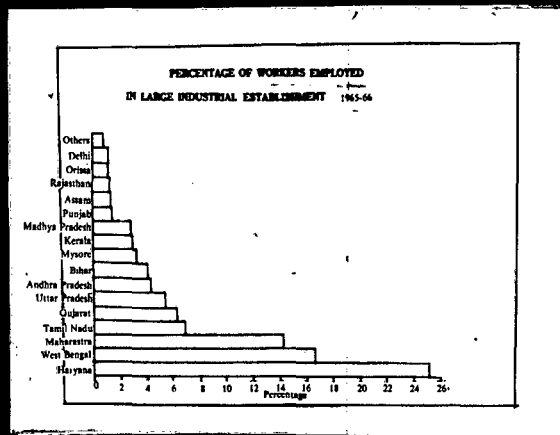


Fig. 23

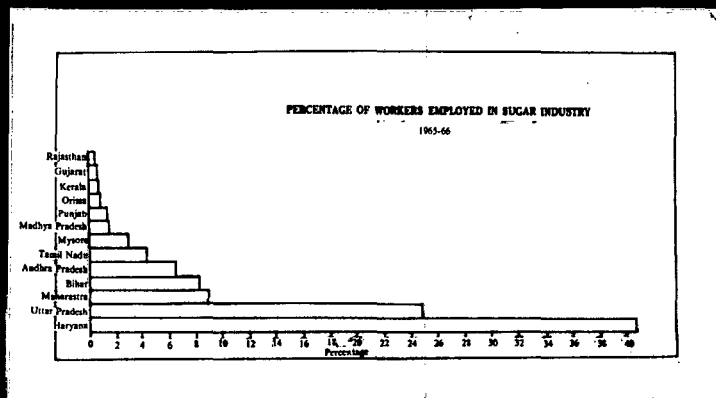


Fig. 24

Table 111

Percentage of Workers employed in Large Industrial Establishment and Sugar Industry⁷
from 1925-26 to 1965-66
(Fig. 24,25,26, 27 & 28)

States	1925-26		1935-36		1945-46		1955-56		1965-66	
	% of workers employed in large Estbls.	% of work-ers employed S.Inds.	% of work-ers in la-rger estb.	% of work-ers employed Sugar Inds.	% of work-ers employed in large Inds. Estb.	% of work-ers employed in S.Inds.	% of workers employ- ed in large Ind.Estb.	% of workers employ- ed in S. Inds.	% of workers employed in large Inds. Estb.	% of workers employed in S. Inds.
Andhra Pradesh	-	-	-	-	-	-	3.66	6.19	4.30	6.30
Assam	-	-	-	-	-	-	.46	-	1.47	-
Bihar	5.1	17.3	4.6	11.5	2.8	9.9	6.53	21.07	4.06	8.12
Gujarat	-	-	-	-	-	-	-	-	6.27	.62
Jammu & Kashmir	-	-	-	-	-	-	-	-	.20	-
Kerala	-	-	-	-	-	-	1.26	.62	2.89	.70
M.P.	-	-	-	-	-	-	1.08	-	-	-
Tamil Nadu	70	24.9	8.3	4.6	8.5	6.0	8.98	2.95	2.87	0.04
Maharashtra	-	-	-	-	-	-	-	-	6.92	4.20
Orissa	5.1	17.3	4.6	11.5	2.8	9.9	.93	.62	3.22	2.73
Mysore	-	-	-	-	-	-	3.43	3.12	14.38	8.80
Punjab	3.1	1.1	3.1	3.1	4.9	1.0	2.08	.62	1.32	.44
Rajasthan	-	-	-	-	-	-	1.36	.95	1.57	1.29
U.P.	4.6	33.7	7.2	58.7	8.7	49.5	9.65	52.98	1.39	.51
West Bengal	4.6	33.7	7.2	58.7	23.6	4.0	26.18	.62	5.45	24.80
Bombay	34.3	0.7	29.0	4.6	42.2	6.0	33.25	9.61	16.62	-
Andaman & Nicobar	21.3	5.0	21.6	2.7	42.2	-	-	-	-	-
H.S.	-	-	-	-	-	-	1.09	-	-	.04
Delhi	-	-	-	-	-	-	.06	.62	1.27	-
Himachal Pradesh	-	-	-	-	-	-	-	-	.15	-

7. Structure of Indian Industry, Dr. M.M.Mehta, Popular Book Depot, Bombay, 7, 1955, PP. 134-137.

Contract Labour :

Of the 113 factories, according to the first Wage Board Report, the employment of contract labour in 1959-60 season, 88 factories employed 20, and 29 workers were employed under the contractors. The remaining 25 factories did not employ any contract labour. In 1965-66, of the 200 working factories, 144 responded to the contract labour system. No contract labour was employed in 41 factories. About 12,900 workers were employed under the contractors in remaining 103 working factories. These figures illustrate the fall of employment under contract labour.

The contract labourers are engaged in different jobs viz., Sugar - bagging, stacking, sewing, filling, weighing and transport, loading and unloading removal of press - mud, cinder and ashes, feeding of cane carries, steam coal, shutting of wagons, firewood and bagasse, clearing of the molasses a large number of factories followed their own procedure and discretion. Due to the availability of cheap labour, much attention was not given to recruitment by several units. That resulted in the creation of surplus labour in some units. After the First Five Year Plan, some of these units expanded, and this expansion should have given them a good opportunity of adjusting to a large extent the surplus strength. The new plant have generally ensured proper placement and also proper recruitment in different categories.

From the above details, it may be seen that the percentage composition of workers differ from unit to unit and from State to State.

The first Wage Board observed - " Many factors are responsible for these variations in the number of employees per factory. Usually the older factories have large number of employees as heritage from the past, that the new ones which start with modernised plant do not have any surplus workers. The crushing capacity and the number of factories in each State also effect this number". The industry has machines of all ages and of several makes. From unit to unit, the marginal efficiency may differ.

Some factories employ direct labour - in all occupations, whereas others employ contract labour. The strength of which does not find a place in the factory-master. So it is to achieve the perfect uniformity both in the total employment and also in the percentage composition of workers in the different factories. As however, the variations in some respects are conspicuous, there appears good scope for barrowing down the differences in each factory and its workers jointly make sincere efforts to the end.⁸

8. Report of the Second Central Wage Board for the Sugar Industry, 1970 (Government of India), PP.20-21.