Chapter - VI

Summary & conclusion
This Chapter presents the summary of the empirical findings of the study and also the conclusion. An attempt is also made by the researcher to give some major recommendations on the basis of the empirical study conducted at the two co-operative sugar factories, one each in Bagalkot district and the other in Bijapur district, which may prove useful for the better functioning of co-operative sugar factories and also provide guidelines for a better understanding between the management and the factory workers.

It is a well known fact that in these days of upheavals where our country is subjected to the forces of liberalization, privatization and globalization, no industry can expect to function to reach the topmost levels of prosperity without obtaining the fullest cooperation and without achieving the harmony between the management and the workers. It follows therefore
that for the efficient working of any industrial enterprise, there should exist complete cordiality among all those involved in running the industry. Hence the mental and physical health and integrity of the workforce is of great importance. They are vital and very much essential for the well-being and the progress of an industry. An industrial worker in underdeveloped and developing nations is generally born in an agricultural environment, and only later assimilates the industrial work system and values. In such industrial systems many times the needs and conditions of the workers may be overlooked. The owners of the industry may take their workforce for granted and many not fully implement many of the welfare facilities which are considered essential. It is in such conditions that the friction and the problems of conflict may come in the efficient functioning of the industry.

In this research work, the researcher has selected for study the problems of the workforce in the co-
operative sugar factory. Production of white sugar from sugarcane has been a very old industry in India. Sugarcane was cultivated in almost all parts of India. It was the main source of sweetening of food products. Hence gur, khandsari, which are products of sugarcane juice, was the only source of sweetening since centuries. It was used for making confectionary, in cooking, and for similar other sources. Khandsari process was an open pan system organized on a small scale basis. The production of Khand or Desi Sugar took about four or five months. Even to-day Khandsari is extremely used in India, not only on a daily basis, but more popularly on festival days for making sweets and as offerings to deities.

The modern factory system for making white sugar from sugarcane was perhaps introduced for the first time in India by the Dutch in Northern parts of Bihar around 1840. The use of white sugar followed colonial rule in India. Production of white sugar which remained on an experimental level initially until the
end of nineteenth century became more successfully produced with the setting up of sugar producing factories by the British entrepreneurs after 1903. In the meantime the Khandsari industry began to decline due to the unequal competition offered by sugar factories established by the British. Also large scale importing of sugar from Java by the Dutch merchants made sugar easily available and popular among the British administrators and the Indian elite.

Initially white sugar was an item used only by the colonial masters and the upper class Indians. However, within a few decades the production of sugar from Indian sugar factories, which had been granted protection in 1932, increased so much that it came to be viewed as an essential and daily item in all Indian homes.

The sugar industry, like cotton textile industry, depends upon agriculture for its raw materials. But unlike the cotton fiber, the sugarcane is a weight losing material. This is because the sugar produced from it
ranges between nine to 13 per cent by the total weight of the cane used. Sugarcane is also difficult to transport on account of its weight. Further sucrose, the cane content, begins to deteriorate after the cane has been cut from the fields, the sucrose begins to get inverted. Therefore better recovery can be managed only if the cane is crushed within twenty-four hours after it has been cut. In this respect of permissibility, sugarcane can be compared with milk, vegetables and fruits. So sugar factories have to be set up in the areas where the sugarcane is cultivated in sufficient quantities as required for factory production. Hence enough supplies of fresh cane for crushing must be available in the immediate neighborhood of the factory, or within reasonable limits for being transported to factories with the possibility of minimum inversion or drying.

In case of most sugar factories, the source of power is also an important consideration. It is therefore an important consideration in the installing of a sugar factory.
The above factors make the manufacturing of white sugar a 'raw material localized' industry. As the local distribution of sugarcane is more or less entirely dependent on climate and rainfall, nature also plays a decisive role in the location of the sugar industry.

The first Chapter deals with the tracing of the co-operative movement. Further the chapter also underlines the importance of the co-operative movement and how this movement has helped to set up sugar factories. The area under study satisfies many of the basic requirements for the setting up of sugar factory, which are Bijapur and Bagalkot districts in Northern Karnataka. The region is more or less has similar climate and soil condition as is found in neighbouring state of Maharashtra which has attained a name of successful sugar producing are in India, especially in the co-operative sector. The region under study has many sugar factories and the large tracts are devoted to cultivating sugarcane. There is also plentiful supply of water from the Almatti dam in Bagalkot.
district, which provides water for purposes of irrigation. It is on this basis the researcher has selected this area for conducting his field study.

An important aspect of sugar production is that the co-operative movement is perhaps provided a fillip to sugar production in India. Though there are privately managed sugar factories in India, there also several in the co-operative sector also which are successfully managed.

The co-operative movement originated in the West, first in England in 1844 as an aftermath of the Industrial Revolution, and later spread to other parts of Europe. The beginnings of the co-operative movement in the sugar industry in India can be traced to the year 1933. During this period four sugar factories were set up. In the post-Independence period important changes took place in the Industrial climate in India and the co-operative movement was accepted by the Government as a vital force for economic development. The co-operative movement was seen as a very adaptable force
to bring about a revolution in the agro based industries and as an instrument for ushering in rural development and social change in rural areas.

As a consequence of this important industrial policy of assisting the co-operative movement for economic development of the country, several sugar factories came to be established under the co-operative sector. One can point out to no better example than Maharashtra where the co-operative movement has been very successfully adapted to the production of sugar. It has accrued great benefit not only to the prosperity of the sugar industry but it has largely benefited the workers, the cane cultivator and for the overall development of villages. Many villages which were backward and poor have developed many civic amenities from the outcome of the sale of sugarcane to the co-operative sugar factories. Further it may also be noted that the co-operative sugar factories have left an indelible imprint on the state politics. The co-operative movement has not only helped to develop- leadership
qualities among the people, but many have strayed into state politics. Some of the important chief ministers of Maharashtra have risen up to that post through the support of sugar co-operatives.

Observing these several factors in the successful management of the sugar industry through the co-operative sector, Karnataka has also taken up this example. Sugar factories are being established in the Northern parts of Karnataka, which is the region in which the field work has been done to elicit empirical data. Hence the researcher has incorporated the benefits or otherwise of the co-operative movement in the sugar industry. This study has been conducted keeping in mind the above factors while studying the problems of the workforce in co-operative sugar factories.

This research work on the problems of workers in the co-operative sugar factories in the old undivided Bijapur District. However when the study was conducted the Bijapur district had been divided into
two districts, namely that of Bijapur District and Bagalkot District of Northern Karnataka. The field work was conducted in two co-operative sugar factories (1) the Nandi Sugar Co-operative Industry at Krishna Nagar, Hosur in Bijapur district and (2) The Raitara Co-operative Sugar Industry at Ranna Nagar at Timmapur, Mudhol taluka of Bagalkot District. The workforce of these two co-operative sugar factories was considered to draw a sample from the Universe. Privately managed sugar factories were left out of the study as they do not fulfill the aims of this research work. The sample was arrived at to include all categories of workers in each of the two sugar factories. Thus the researcher was able to obtain empirical data for an objective analysis to study the problems faced by the workers. The researcher has analysed related sociological data pertaining to the respondent’s their level of education, the nature of their vocation and the welfare programmes implemented in their respective factories. The total number of respondents selected
were 300, leaving out the temporary workers. All the respondents are males as the factories do not employ women workers due to the nature of the job involved in sugar production. The production of sugar involves foul small, which is one of the main reasons preventing women from working in sugar production. Also the nature of cane crushing precludes women from working in sugar factories.

The second Chapter pertains to the socio-economic background of the respondents. Most of the workers employed in the sugar factories are literate. Though most of them work in a general capacity, a large number of them also work in semi-skilled positions necessary for the production of sugar. At the outset the data pertaining to the nature of the work performed by the respondents has been analyzed as this is an important duty performed by the respondents and upon it depends the socio economic status of the workers. There are about fifteen different semi-skilled jobs performed by the different categories of workers.
Most work as Centrifugal operators (13.34 per cent) followed by fitter helpers (11.34 per cent), Mazdoors (8.00 per cent), turbine attenders (7.34 per cent), etc. A further analysis of the nature of work done by the respondents, shows that 17.34 per cent of respondents work in the engineering section, while nearly 15 per cent work in the workshop section. The data shows that since most of the respondents perform semi-skilled work, they are all literate at different levels of education. A majority of the respondents with 47.66 per cent have acquired education up to P U C level, and 29 per cent have just completed primary school education. Only 6.66 per cent are degree holders who hold jobs in the management side of the mills. No doubt the type of education acquired is in the Arts faculty (86 per cent), followed by Commerce (06.66 per cent) and Science (03.34 per cent). A majority of the respondents that is 46.0 per cent are in the age group of 31 to 40 years, which are the most productive year in
one's life. This is followed by respondents in the age category of 21 to 30 years with 27.34 per cent.

Marital status is an important aspect in the life of and India. This is because marriage is a sacrament and the institution of marriage provides a status to a person. Hence quite naturally 96 per cent of the respondents were married with only 2.00 per cent unmarried and 01.34 engaged to be married. Only 00.66 per cent stated that they were widowers. In India, the caste system plays an important role in assessing the socio-economic system. In India both caste and class have interplay in assigning a status to an individual. A majority of the respondents belong to the Middle castes with 58.69 per cent hailing from the Lingait, Maratha and other Backward Castes. These are the dominant castes of the region and hence it is quite natural that most of the respondents hail from the Middle Castes. Only 21.19 per cent belong to the Upper Castes such as Brahmins and Jangam castes, and 9.72
per cent belong to Scheduled Castes and Scheduled Tribes categories.

It is not unusual to find that 90 per cent speak the native dialect of Kannada, while 05. per cent speak Marathi and 5.0 per cent speak Urdu who are mainly Muslims. Regarding the respondents’ religious background, 90.00 per cent are Hindus, 5.00 per cent are Muslims, 0.34 per cent are Christians and 4.66 per cent are Jains.

The data shows that though the respondents do not have much higher education, their children are all admitted to schools in the region. Most respondents have three children (69.44 per cent), while others have two children (20.84 per cent) while very few have four and above children (03.47 per cent). The size of the family is in keeping with the region under study, which is a semi rural area.

Double income is an important aspect which needs to be given attention. It helps to raise the standards of living of the family. In the data collected on this aspect
It was found that as many as 83.34 per cent of the wives of respondents were housewives, while 09.73 per cent were involved in agriculture and 02.77 per cent did petty business. Only 04.16 per cent were engaged in professional activities such as teaching, clerical work etc. Thus the data shows that a majority of respondents had single income families.

Similarly the father’s level education is an important pointer to the nature of level of education of the respondent. It was found that a large majority of 93.33 per cent of the respondents had illiterate fathers, while 04.00 per cent had studied up to primary level and 02.67 had studied up to secondary level. None of the fathers of the respondents had studied further than this level. Perhaps this is because the area is rural and in earlier times most people had no easy access to schools as the region is one of the backward regions of the stage and is only now developing. Hence the data need not surprise us.
Further data on the nature of the work done by the fathers of the respondents shows that as many as 73.34 per cent were engaged in agricultural activities, while 20.00 per cent were labourers. Thus respondents hail from agricultural families.

It may be noted that 96.00 per cent of the respondents had established nuclear families while only 4.00 per cent had joint families. The data shows that most respondents were migrants either from nearby villages or semi urban places. They had migrated and set up their own household after obtaining jobs in the sugar factories.

One can gauge the economic back ground of a person from the nature of his salary. The data shows that 50 per cent of the respondents receive a salary of Rs.4000 per month, while 23.34 per cent of the respondents obtained a salary of Rs.3000 to Rs.3900 and 20.00 per cent receive a salary of Rs.2000 to Rs.2900 etc. This shows that the respondents are paid a salary as per the state government’s guidelines.
The region being a semi rural area where factories have been set, the data shows that 90.66 per cent hail from rural areas and 9.34 per cent are from semi urban areas. The data supports this contention as 25.34 per cent own agricultural land of one to four acres and 24.00 per cent own 5 to 10 acres, while 19.33 per cent own agricultural land of 11 to 20 acres. Of these 66.67 own irrigated land and 33.33 per cent is dry cultivated land. Further data shows that 43.44 per cent cultivated sugarcane which is an important feeder for the sugar mills they work for. Other grow Jowar, Wheat, Oil seeds etc. Again among those who cultivated sugarcane, as many of as 92.34 per cent answered that they sold their cane to the factory, while only 7.66 per cent declared that they make gur or Khandasari from the sugarcane. The data shows that though sugarcane is still used for production of sugar, gur is still popular among the people and there is a good market for it in the region. People in Northern Karnataka still make use
of gur for making sweetmeats, for cooking purposes and as offerings to deities.

Further data shows that a majority of 34.0 per cent of respondents take the rural bus service to go to their daily place of work at the sugar factory, 29.33 per cent utilize cycles while 20.00 per cent use motorcycles. Only 16.67 per cent respondents walk to the place of their work. The data presented in the Second Chapter thus analyzes the socio-economic background of the respondents.

The Third Chapter throws light on the nature of industrial relations which is an important aspect of study. The progress of a country depends upon the output of the industries. These industries in turn depend on the work output of the workers. It is found that workers take interest in the work assigned to them only if they are happy and contended. This leads to industrial peace. The industrial relations between management and workers is a matte of great concern.
The harmonious relations between management and factory workers are essential to realize the targets set in the industrial sector. A dissatisfied workforce can be detrimental to the efficient working of an industry. Realizing this, both the Centre and State government have enacted different labour laws to maintain industrial peace. However, in spite of such direct guidelines there are many other causes and reasons which result in disputes between management and workers. Workers may resort strikes or show a non-cooperative attitude. This affects production and harms the peaceful atmosphere at place of work. Hence maintaining harmonious and peaceful relations form an important aspect of industrial relations and management. This chapter casts light on the nature of co-operation and mutual relations maintained between the management and the respondents working in the various categories of jobs involving sugar production.

Salary is an important aspect of an occupation. For a factory worker, the salary drawn by him every
month is very important as he can sustain himself and his family from this source of earnings. Though the salary component is determined and governed by rules framed by the government from time to time, many a time the salary may not be credited on time. This can become a source of irritation for a worker. If a sugar factory does not make a profit, it can create a problem of salary payment to the worker. Salary may run into arrears and becomes a source of problem.

The data collected on payment of salary on a timely basis shows that it is a major cause for worry for the respondents. The two sugar factories are sometimes in default. The analysis of data shows that while nearly 83.33 per cent had drawn their salary regularly, about 16.67 per cent of the respondents have observed that they not been paid their salary regularly.

Further analyses of the data show that as many as 57.66 per cent were quite satisfied with the salary drawn by them. They observed that they were being paid according to the government recommended salary
and thus they were satisfied they were being paid a salary in commensurate with the nature of the work done by them. However sometimes there was a cause for dissatisfaction. Hence a small group of 39.00 per cent was not satisfied. Comparing the level of education with the nature of satisfaction/dissatisfaction, it was found that the respondents with lower levels of educated respondents were satisfied, while those with slightly higher education that is, PUC (47.66 per cent) and above were not satisfied. Perhaps this could be because they had higher ambitions to get better paid salaries, but had taken up jobs in sugar factories on account of various factors, such as jobs were easily available to those who had agricultural land near the factories, or due to other considerations.

In the industrial sector working overtime is sometimes essential to complete the work. Sugar production is a continuous process and many times when there is peak production, the factory cannot be stopped. When the sugarcane growers dump their
produce, the factories have to work continuously in the harvesting season to dispose the cane and make it into sugar. At such time most sugar factories have to work over time. The data shows that all the respondents without exception get overtime monetary payment for putting in more numbers of hours of work. This form of extra payment for overtime is as per the factory act. Also the benefits the respondents earn some extra money to augment their monthly salary.

Hence workers are paid overtime salary in order to complete the process of sugar production. The data collected that all the respondents (100 per cent) worked overtime whenever necessary. Among them 55 per cent worked overtime in order to obtain a higher salary and thus offer themselves for work if the reliever does not come for duty. However 18.33 per cent observe that they are doing overtime work because they are being forced to do so. About 26.67 per cent are made to work over time as a consequence of the absence of workers in the concerned section. Thus while a
majority of the workers perform over time work to increase their monthly income, there are also a good number of respondents who have to do over time work for other reasons.

Many times jobs are obtained because they are immediately available and can dispel unemployment for an individual. Thus an individual may take up such a job until he can get an opportunity to get a job of his liking. As is well known working in a sugar factory means performing hard work. This involves shifting heavy loads of sugarcane, or working in a polluted environment. The data on whether the respondents were satisfied with the nature of the work they performed elicited the following data. Nearly 50.00 per cent of the respondents were satisfied, while 21.00 per cent were not happy with their work. However 28.00 per cent were sometimes happy and were uncertain about their opinion. These categories of respondents were in the process of looking for another job and had
taken up the present job only to overcome unemployment.

Data was also analysed on why some of the respondents were not satisfied with the present occupation. We understand from the analysis of the data on this topic that 40.00 per cent would like to leave their present job because of low wage. They feel that they can get better jobs and higher wages elsewhere. This can be a major cause of dissatisfaction. About 15.00 per cent felt that their present job could be hazardous to their health and opt for another job if they can jet it. Another 15.00 per cent felt that the environment was not satisfactory. Only 09.66 per cent observed that the nature of the job performed by them was too heavy.

Resolving conflict is an important aspect of industrial relations. Different types of conflict emerge from time to time. It is a natural process of work environment for conflicts to emerge between management and workers. Conflicts regarding salary,
work environment, non implementation of welfare projects, etc can become major irritants. The non resolving of problems often leads to non cooperation, lockouts and strikes. These can be overcome when the management listens to workers and makes sincere attempts to find solutions to the problems of workers.

Discussion with the dissatisfied workers is one mode of resolving industrial conflicts. About 18.66 per cent of the respondents approve of discussion directly with the management to resolve their problems. A few, such as 13.34 per cent respondents observed that conflicts can be solved only through resolving to strikes and pro-active methods. Only 6.00 per cent responders observed that collective bargaining is the best method of resolving their conflicts. However a major percentage of nearly 62.00 per cent felt that labor leaders are essential to lead the way and they would only follow their directions.

Many times trade unions resort to strikes in order to get their demands realised. Workers also feel that it
is one way to force the management to accede to their demands. Here we find that nearly 53.66 per cent respondents feel that they would actively participate if their trade union asked them to go on strike, while 33.34 per cent felt that going on strike is only a last resort measure and should not be resorted to always. Only 13.00 per cent felt that strikes are disruptive and should not be resorted to.

What is the major cause of dissatisfaction for workers? The data analysed in this connection shows that 32.34 per cent felt that low salary is a major cause for irritation, while 29.33 per cent felt that working conditions were important and if that was not attended to then it can cause dissatisfaction. Only 23.33 per cent observed that if a bonus was not given then one must strike to obtain it.

Industrial peace is often brought into effect by the nature of leadership qualities among the management categories. Peace is the outcome of mutual trust and controlling the lower categories of workers. Higher
officer should be strict in order enforce discipline and to extract workers from workers. In this connection it was found that nearly 48.00 per cent respondents perceived their higher officers as being strict, while 40.00 per cent respondents observed that they were not too strict but depended upon the work they performed. Only 12.00 per cent respondents felt that their higher officers were liberal. These opinions sometimes depended upon the categories of work assigned to respondents and their perception. Hence it is found that 22.66 per cent and 6.66 per cent of respondents who observe that their officers were strict were generally with primary and secondary education. However those respondents, who observed that their officers were strict dependent on how they performed their work, were 17.66 per cent, and 3.33 per cent respondents who had PUC and Degree level education. Those who had higher education, felt that their officers were liberal because they performed jobs of a nature which did not involve hard physical labor.
Work efficiency depends also upon the frequency of interaction between workers and their higher officer. This enables the work to be done is performed properly if it is under constant supervision. Data on this aspect shows that 72.00 per cent respondents observed that there was constant supervision from their higher officers to see that their work was being performed properly. However 24.67 per cent observed that the contact with their superiors depended whenever necessary, while 3.33 per cent did not have much interaction with higher officers. These respondents were mainly involved in shifting bundles of sugarcane to the machines etc.

Thus interaction with higher officers is often needed in certain types of work performed in the factory. Workers in certain categories of work may need constant supervision by higher officers, while in certain other categories supervision may be needed only sometimes. Data shows that those in the lower categories of work needed constant supervision, such
as Boiler attendants, Boiler mazdoors, Turbine attenders, Evaporator operators, Centrifugal operators etc. whose work is crucial for proper sugar extraction.

The opinions regarding the workers of their managing committee are also important. In this study it was found that 16.66 per cent and 33.34 per cent workers expressed that their opinion regarding the managing committee was either very good or good, respectively. The remaining observed that their opinion depended on the nature of welfare projects implemented for them.

The fourth Chapter deals with the data regarding Working Conditions. This chapter is devoted to analyzing data on the nature of satisfaction of respondents regarding the working conditions in the place of work.

There is no doubt that the working conditions have a repercussion on productivity. If the environment at the place of work is unhygienic there is no doubt that the health of the worker suffers. This may result in
absenteeism. Hence the environment at place of work is an important aspect which needs to be considered. It is true that the sugar industry is a prey to atmospheric pollution. When the molasses is being used for the production of sugar, the whole atmosphere around the factory emits a foul smell, which may at times be unbearable. Hence the need to keep the place of work in hygienic condition is all the more a prime necessity. Hence this chapter is devoted to analyzing the data on this important aspect.

The data on the nature of satisfaction of the respondents whether they were happy with the maintenance of the hygienic condition elicited the fact that nearly 80.00 per cent of the respondents were not satisfied, while only 20.00 per cent were happy with the efforts made by the management to keep the place of work clean.

Sugar factories need to put in extra effort to keep their factories and premises clean. The crushing of sugarcane leads to the occasional spread of cane juice
on the floor. The spread of cane juice, bagsse, and other bye products can litter the floor and make it sticky. Ants, flies and other such insects are drawn to it. Further it may hinder the free movement of the workers. This can hinder the work culture. Further the process of converting the sugarcane juice into sugar can emit a foul and dirty smell. These aspects can adversely affect the health conditions of the respondents. Hence it is not surprising that nearly 80.00 per cent of the respondents were not satisfied with the maintenance of hygiene in the premises of the factory.

Awareness towards hygiene is often linked to level of education. It is often felt that those who are educated are aware of maintenance of hygiene while those who are illiterate do not bother much about it. The data on this aspect reveals that there is link between the two variables. While 6.66 per cent primary level educated respondents are satisfied with the hygienic conditions 22.6 per cent are not. Also 3.33 per
cent secondary educated respondents were satisfied, 22.66 were not. Hence the data shows those respondents who were better educated were not at all satisfied with the efforts made by the management to keep the premises clean, but those with little education were satisfied.

The nature of work done within the factory is also related to the nature of satisfaction. While those who constantly come into contact with the production of sugar are more aware of the need to keep the premises clean, those who are not directly involved may not care to think about it too much. Hence respondents who are working as centrifugal operators, that are 12.34 per cent are the single largest group to express their dissatisfaction, followed by those working (10.00 per cent) are not satisfied. Also those working as Khalasis (8.66 per cent) and as Mazdoors (7.00 per cent) were also not satisfied.

The age group of the respondents is another matter to be considered regarding their opinion regarding
satisfaction of maintenance of hygiene. It is observed that those in the age group of 31 to 40 years, which is 34.66 per cent, felt that the conditions of hygiene were not satisfactory, followed by those in the 21 to 30 years, that is 18.34 per cent also expressed similar opinion.

In a sugar factory, the heat generated by the boilers and the smell emanating from the boiling of the cane juice pervades the atmosphere. Hence ventilation and the extensive use of electric fan are quite essential. It becomes a basic necessity at place of work. Electric fans help to generate fresh air to dispel the foul smell. Similar is the use of ventilation. It should also be remembered that these factories are located in a region which is known for its hot and dry weather. Hence the affixing of electric fans to cool the atmosphere is also an absolute necessity.

The respondents working in the boiler room and as centrifugal operators, that is 60.66 per cent were not happy with the number of fans affixed, while only 39.34 per cent were satisfied. Even here the level of
education has a positive co-relation between level of satisfaction and the level of education. Further the level of dissatisfaction regarding the use of electric fans also depends upon the nature of work done in the factory.

Keeping in mind the nature of work and production, the factories are constructed as per the recommendations and guidelines of the Factory Act. Ventilation is a prime necessity for the reasons as stated earlier. Hence the factories are constructed giving proper weight age to ventilation. Hence while 77.34 per cent were satisfied with the ventilation, 9.33 per cent were very satisfied and 13.33 per cent were not satisfied.

Air condition is another method of cooling the atmosphere. However this is not available to all sections of the factory. It is limited to certain sections only. A majority of the respondents were not happy with the air conditioning of the factory and only 4.66 per cent were happy.
Availability of drinking water is a prime necessity for man. A worker cannot work properly unless he quenches his thirst. Drinking water which is clean and hygienic is a prime necessity. The data shows that though the factories provide drinking water it is not easily available at place of work. Hence 80.00 per cent respondents were not satisfied, while only 20.00 per cent expressed that they were satisfied with the drinking water provided by the management.

From an analysis of data we understand that generally the conditions of work environment are in a satisfactory condition, except with regard to some specific facilities. This is because sugar factories are constructed keeping in mind the guidelines set by the authorities.

Medical assistance is of prime importance in any place of work. It is imperative at times of industrial accidents, in times of fire etc. A basic necessity is the availability of a First Aid kit, especially where machines are being constantly operated. This helps to give first
aid immediately when any mishap occurs and a worker is seriously injured. Though this has been underlined in the Factory Act, many times the first Aid kit is not available at once or is often not adequate to treat injuries. When the data was collected on this aspect, surprisingly none of the workers were satisfied with the availability of first aid in case of an industrial accident.

In many industries first aid is not given much importance. The management feels that there is no cause to worry of any industrial mishap occurring in their industry because they have taken all safety precautions. Many times either due to carelessness on the part of the worker, due to ill health or inability to handle the machines, there are many chances of accidents occurring in the different sections. In the sugar industries included in this sample, the respondents observed that the first aid kit was not easily available.
As said earlier, the sugar factory is a place which needs to keep the premises clean. Not only is the atmospheric pollution observed when sugar is being produced, there is every need for the availability of water to clean the premises and for washing off the molasses by the workers. Hence a bathroom and wash basin is basic needs of the workers. Hence the availability of these facilities and the level of satisfaction have to be considered.

The analysis of the data on this aspect shows that while 20.00 per cent only were satisfied but nearly 80.00 per cent were not happy with the facility of wash basin and bathrooms. This would mean that there are not sufficient number of bathrooms and toilets available for the respondents in the sugar factories where they work. Many times such toilets are not cleanly or hygienically maintained. This can be cause dissatisfaction.

The efficiency of the functioning of a sugar factory depends not only on the efficiency and motivation of the workers, but also on the condition of the machinery.
involved in producing sugar. Hence the opinion of the respondents was elicited with regard to the condition of the machinery which they handle in the production of sugar. The data shows that only 20.00 per cent observed that the machinery was in good condition, while 30.00 per cent said that the machines were of average condition. However nearly 50.00 per cent observed that the condition of the machinery was not too good and needed more maintenance. Thus as the opinion is divided it means that the machinery in different sections where the respondents work is of different levels of maintenance. Thus while the machinery in the new sugar factories work well; those in the older sugar factories need more maintenance.

Job satisfaction is an important aspect of a worker's life. If a worker is satisfied about the working condition he may not desire to leave the job. There is no reason for him to look for another job. However, if the present job does not offer him a good remunerative salary, or if the conditions of work are not satisfactory,
then a respondent may look out for another job. He then becomes a disinterested employee. Hence the opinion on the level of satisfaction was elicited. The data shows that 20.34 respondents were very satisfied with the work which they performed and id not want to leave their present job. About 25.66 per cent respondents were satisfied and were not too much concerned with looking out for another job. However about 54.00 per cent were dissatisfied. This group of respondents was not satisfied with the salary they derived, the conditions of work, and were disinterested with their present occupation. Many complained of the foul smell emitted which sugar was being produced as a major cause of their dissatisfaction. They felt that it had a negative impact on the condition of their health, they had taken up this job as a form of ending their unemployment and until they could get a better job elsewhere.

There is a strong co-relation between the job satisfaction and condition of satisfaction. The data
analysis showed that those with low level of education were happy with their present job, while those respondents who had better education expressed dissatisfaction. Hence those with primary education (12.66 per cent) were very satisfied with their present jobs, while 14.00 per cent were satisfied. Also 5.34 per cent with secondary education were very satisfied and 8.00 per cent were satisfied. Also 2.33 who had studied up to PUC were satisfied and 3.66 were very satisfied. However 41.67 per cent with PUC level of education were not satisfied, as also 6.66 per cent with degree education.

Job satisfaction also depends upon the availability of alternate jobs in case of leaving the present one. Better pay which comes with the possibility of promotion is an important criterion of job satisfaction. If there are no promotional avenues available, then a worker knows they he cannot aspire for a better job. This can became a cause for frustration. The data on where the respondents could avail a better job shows
that 10.00 per cent observed that they could change their jobs, while 41.34 per cent felt that it was not easy to get alternative form of employment. As many as 48.66 per cent observed that there was absolutely no possibility of them getting another job and that they had to go on with their present one.

Many workers in the region where the sugar factories have come up have taken up the present job because the work is easily available. Whatever is the reason, when one takes up a job it is essential to know whether the worker derives any satisfaction from it. Otherwise he may perform the work mechanically without deriving any satisfaction from it.

The fifth data based Chapter is on Worker’s Welfare. The term welfare is comprehensive. It includes different types of measures taken up by the management for the betterment of the workers employed in the industry. Such welfare measures cover social, economic and psychological aspects of the workers. In India the scope of welfare activities to be
implemented at the place of work has always been given importance as the nation is a socialistic democratic country. Hence the importance of welfare projects to be implemented for the benefit of the workers need not be underlined. The benefits cover not only the worker but also his family members. Even sometimes it may cover the aged parents of the workers.

The data analysis shows that while the respondents in one factory were satisfied with many of the welfare measures implemented, the respondents in another factory in the sample were not satisfied. This is because while one factory in the sample was financially sound and had taken up nearly all welfare measures for the benefit of their workers, the other factory had many economic problems. This financially unsound factory was not able to implement some of the welfare projects. Hence the respondents in this factory showed some amount of dissatisfaction.
Provident Fund is a very important form of social insurance available to a worker in any place of work. Hence it is imperative that it be implemented. After retirement the Fund helps a worker to settle down when there is no constant source of income from the salary. The data shows that while 40.00 workers were satisfied with the provident fund facility available in their factory, nearly 60.00 per cent were not.

Payment of bonus is also another aspect which needs to be considered. This is a form of sharing profit between the workers and the management. Often the percentage of bonus paid to the workers is arrived between the management and the trade union leaders. In India many sugar factories derive profit, though there are also factories which are at loss. Sugar being an essential commodity profit is often derived from its production. From an analysis of the data we understand that 20.00 per cent of the respondents were satisfied with the yearly bonus, while 80.00 per cent were not satisfied. This has become a major irritant
between the management and the respondents in their respective factories.

An analysis of the dissatisfaction and the level of income for not getting bonus shows that the highest percentage of dissatisfaction is expressed by 26.67 per cent and 23.33 per cent respondents who earn between Rs.1000 to Rs1900 and Rs.2000 and Rs2900 per month. Comparatively those expressing dissatisfaction decreases among those earning higher salaries. Thus while a large number of respondents in all categories have expressed dissatisfaction with the yearly bonus paid to them, the analysis of data shows that those in the lower income categories are more in number.

With regard to health benefits and compensation paid to workers in cases of in industrial accidents, it shows that 21.67 per cent were satisfied. However, the data shows that as many as 78.33 per cent were not satisfied with the compensation given for industrial accidents.
Canteen facilities are essential, it is said, that a man cannot perform efficient work on an empty stomach. Having tea and eatables is a basic necessity. Many industries provide subsidized food at their own canteens established for the benefit of the workers. Data on this aspect shows that 22.00 per cent were satisfied with the canteen facilities. As many as 78.00 per cent were not happy with this facility. They felt that the canteen needs to be better equipped and on more hygienic conditions to supply quality food.

Many times the food supplied by the canteen can be linked to the age group of the respondents. Younger workers need more food as they have better appetites. An analysis of the data shows that the dissatisfaction expressed is generally from the younger age categories, who frequently visit the canteen. The older categories of workers visit the canteen only for tea or coffee and eat very light foodstuffs. Hence they are satisfied with the canteen facilities. Filed data
shows that the canteen facilities are not bad but they could improve.

An important aspect of the standard of living is the type of house one lives in. Many sugar factory managements provide housing for the workers. Not all respondents live in the housing facilities provided by the management, as some of them live in their own houses. Among those who live in the management provided quarters, the data shows that 25.00 per cent of the respondents were happy with the housing facility while 75.00 per cent were not. However both the sugar factories in the sample provided health centers. Many times the conflict between the management and the workers depends on many extraneous causes. However, generally the respondents in the sample seemed to be satisfied with most of the welfare facilities.

In the study area it is found that unlike in Maharashtra where the sugar co-operatives have undertaken many welfare measures for the sake of the
villages surrounding the factories, the same is not the case in Karnataka. In Maharashtra the profit derived from the functioning and production of sugar is often diverted for the well being of the villager and not just for those working in their factories. Through their extension service, sugar factories in Maharashtra have succeed in providing schools, construction of roads, hospitals, and emergency services. Such activities are not undertaken by sugar factories in Northern Karnataka, the study area.

Sugar is an essential commodity and therefore its production should always accrue profit for the sugar factories. However the ground reality is different in many sugar factories. Several sugar factories do not derive profit as they ought to. This is because the market conditions come in the way during profit by sale of sugar in the market. One mater which sugar factories confront is the payment for cane to the sugarcane farmers. This is often a matter of political issue. Every government interferes by fixing the rate of
purchase of sugarcane. If there is a glut of cane, the industry may benefit, but sometimes the farmers may suffer due to truant monsoons, lack of water, pesticides and such environmental vagaries. Many sugarcane growing farmers have recently committed suicide on account of the loss they have had to bear and inability to repay bank loans. Thus the sugar factories are affected, sometimes there is a glut in production and sometimes they are unable to sell the sugar in the market due to restrictions. Export of sugar is controlled by governments. Thus the sale of sugar sale may be controlled and restricted leading to a lowering of profit. Closing down of sugar production in factories or producing less than capacity also affects profit. This could be one of the reasons for friction between management of sugar factories, sugarcane growers and the workers in sugar factories.

To-day there seems to be no end to sugarcane farmers' misery in Karnataka. The State seems to have an excess of sugar production. The State has been
witnessing frequent agitations from cane farmers and many have taken to the streets protesting against the sugar cane package announced by the government. Karnataka stands fourth in sugarcane cultivation in the country. However in spite of this, Karnataka has no sugarcane cultivation policy. The State has yet to see a sugarcane policy on a scientific basis for fixing the minimum support price. All this has created discontentment between cane growers, sugar factories and the State government.

The sugarcane farmers blame the sugar factories, the factory owners in turn blame the government, and the government feels that the factories owners and the farmers are both at fault or not coming to a consensus. Thus it completes a vicious circle.

The elected representatives on their part keep using the sugarcane pricing issue to fuel anger among the farmers to keep the vote bank intact. Due to this there seems to be no permanent solution in sight. The sugar industry in Karnataka can be divided into two
groups - unorganized sector which comprises of the producers of the traditional sweeteners such as gur and khandsari, and the organized sector which consists of the sugar factories, both privately managed and the in the co-operative sector.

These problems which plague the sugar industry arise out of several reasons. In the last few years the sugar mills refuse to implement the statutory minimum price fixed by the government. The State government had directed all co-operative sugar factories to pay farmers Rs 1,200/- for a tonne of sugarcane. Except for a few factories, others only paid Rs.600/- and Rs800/- a tonne. No action was initiated against the factories which did not follow the State government directions. The dues owned to farmers by the factories in the State exceed Rs.160 crores. The recently announced sugarcane package does not solve the problem of growers being offered low price for their produce or the glut in sugarcane production. Adding to the woes of the sugar industry recently there has been a fall in
the price of sugar. Hence paying Rs 1,200/- per tonne for sugarcane as demanded by the farmers is suicidal for the sugar industry. Thus the factories have been accumulating losses. The recovery of sugar content is less than 9 per cent compared to 11 per cent in other states. Hence rates prevalent in other states cannot be implemented in Karnataka. There is no scientific basis for arriving at the minimum support base. Another problem of the sugar industry is that there is no proper distribution of sugar mills in the sugarcane growing belt.

On the basis of the research study undertaken in the sample area of Northern Karnataka, the researcher has attempted to provide some suggestions. These suggestions or recommendations are of help both for the smooth functioning of the co-operative sugar factories and also for the well being of the factory workers.

1. Co-operative sugar factories must undertake extension programmes. Apart from providing
basic facilities for its own workers, the sugar factories must undertake to improve the rural hinterland. Villages near the factories must be provided with schools, community halls, good roads, etc. Though these facilities are the onus of the state government, the participation of the sugar factories in tandem with the government can bring about all round prosperity working in tandem with the government.

2. The sugar factories must install new equipment from time to time and not rely merely on machinery which has been installed at the inception of the factory. This can bring about efficiency in the functioning of the factory and in increase in sugar production.

3. The factories must provide many basic welfare facilities for the sake of its workers in order to keep them happy and contentended. Good drinking water, clean toilets, appropriate ventilation, maintenance of hygienic conditions,
etc are basic necessities which sometimes are not given due attention.

4. Timely payment of salaries on a monthly basis. Many times the payment of salaries is in arrears as the management has not made a profit. In such cases the workers have to take loans in order to maintain their families causing them hardships.

5. Workers in the factories must be given due representation in the Management Committee. This can help to bring amicable settlement of disputes. It will also help the Management Committee an opportunity to acquaint themselves first hand with workers' problems.

6. The Management Committee must provide heat allowance, night shift allowance, etc in order to increase workers' efficiency.

7. Every sugar factory must provide a Community Hall, a library, TV., and other recreation facilities. This will help the workers to refresh themselves when they have extra or free time. Further those
workers who are creative or musically oriented can put up shows from time to time and build up a community feeling between themselves and the management.

8. The workers' family and children also must be included in the welfare programmes of the factory. The factory must put up a park, toy train facility, recreation facilities for the children of the workers. The wives and other women members of the worker must also be encouraged to form committees where they can share their hobbies, cooking, and other abilities between themselves.

9. Factories must have co-operative shops on their premises to sell items of daily necessities, such as provisions etc to the workers on a basis of 'no profit-no loss'.

10. Workers in the sugar factories must be given loans on a low interest, especially for purchase of their daily necessities to equip their houses, such as
buying Televisions, payment of educational fees, etc.

11. The government must increase the sugar factories in the regions where the sugar cane is being grown. Now that irrigation facilities are available in the study region, more agriculturists are going in for cultivation of sugarcane. This has often led to a glut in cane production. Many times the agriculturists have to cross the state border to sell their produce to sugar factories in Maharashtra where their cane is not purchased on a priority basis as they give more importance to cane growers from their own region. More co-operative sugar factories with the active encouragement of the state government can end the misery of the sugarcane farmers of this region.

12. The sugar factories and the government should institute prizes and awards to be given to efficient sugarcane farmers. This gives inspiration to the
sugarcane farmers and creates competition and motivation among them.

13. Sugar factories can conduct training programmes for sugarcane farmers instructing them on efficient ways of growing sugarcane, use of less pesticide, going in for modern seeds, modern methods of farming, etc. This will help the sugarcane farmers to grow superior cane and in a better way.

14. Every year each sugar factory must adopt one village and concentrate on helping out the villager of their various problems by giving solutions, lectures on different topics concerning availability of educational facilities for growing children, guidance in vocation, etc. In order to increase their vision of community life in general.

15. Loss making units in the co-operative sugar factory sector should be given appropriate guidelines to overcome their problems by the government. Privatizing is not the solution. It
goes against the very spirit of co-operative movement.

16. The State government must have a clear-cut policy regarding use of by-products like molasses and bagasse as this can increase the revenue and be beneficial both for the factory and the government.

17. There should be a comprehensive sugar policy that spells out the cropping pattern. This will prevent both glut as well as conditions of famine. Farmers who sugarcane should be allowed to take up production of jaggery on a large scale in order to utilize sugarcane. This will ease the pressure on sugar factories to buy all the cane grown by farmers.

18. The state government must supervise the management of sugar factories in order to decrease cases of mismanagement and ensure their smooth functioning. Closure of factories and mismanagement affects the cane growers as well as the sugar factory workers.
19. According to the Government package for the sugar industry, the government will pay a transport subsidy of Rs.2/- per tonne/ Km beyond 50 Kms, both within and outside the state. This rate has to be increased to Rs.5/- for 24 Kms. to make it more remunerative. This will enable cane growers to transport cane to greater distances incase factories in the region have stopped functioning, or are unable to purchase the cane fully. This will decrease the woes of both the cane farmers and the sugar mills who are often pressurized into buying cane.

In conclusion it may be said that though the Government, both at the Centre and the State have passed many legislations to protect the workers in general and in sugar factories in general, much needs to be done to improve the condition of workers in sugar factories. Many co-operative sugar factories in the study areas have closed down due to defalcation of funds by the management. This has ruined not only
the shareholders but even moderate sized co-operative Banks who have given them loans. The government should take appropriate and stringent measures to regulate the management of co-operative sugar factories. The neighbouring state of Maharashtra has fewer co-operative sugar factories which have gone into loss. By and large they have played an active role in the production of sugar. They have prosperity in the rural hinterland. Moreover they have played an important role in developing motivation among the people by providing enthusiasm for politics. Many MLAs, MPs and Chief Ministers in the state of Maharashtra have come from the co-operative sugar industry background. Compared to this the co-operative sugar industry sector in Northern Karnataka has yet to make a mark. This is because the sugar factory is a comparatively new phenomenon in the study region. It needs guidance, encouragement and motivation from the government. The workers in these factories, apart from the technical staff, are from rural
and semi-rural areas. They are also not too highly educated. Many are migrants from nearby areas. Hence they need proper guidance and encouragement also. The happiness and contentment of the workers is the basic foundation of a efficiently functioning industry. Implementation of welfare programmes, payment of timely salary, giving them a hygienic and clean work environment is of prime importance. This study has taken into account these factors for purposes of research study in the co-operative sugar industry.

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