CHAPTER - 2

REVIEW OF LITERATURE
ON LABOUR OF
SUGAR COOPERATIVES
CHAPTER - 2

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2.1 **INTRODUCTION** :

The aim of this chapter is to take a review of the literature on labour of sugar cooperatives and some other important relevant aspects. Of course the literature and studies on the present problem is rather scattered. The literature on sugar industry as such is ample but particularly the labour aspect is not found adequately and has remained neglected. However here an attempt has been made to discuss some of the significant studies on labour and sugar industry in India, Maharashtra and Marathwada region.

**The chapter is divided into seven sub-parts e.g.**

1) Introduction.

2) Review of the literature, studies and contribution made available by the eminent authors, researchers, thinkers on sugar industry in India, Maharashtra and Marathwada region, labour of sugar cooperatives and some other relevant introductory aspects of the present study.

3) The study of the literature on profile of cooperative sugar factories selected for the study.

4) Industrial and Labour Laws, their provisions and implementation.
5) Review of the Central wage Boards for Sugar industry, Recommendations and their implementation.

6) The Trade Union movement in Sugar industry in India, Maharashtra and Marathwada and labour relations; and

7) Conclusions.

Thus the literature is available in the following different forms:

i) Books

ii) Ph.D. Theses

iii) Annual Reports of Sugar factories, Reports of various committees and commissions appointed by the Government from time to time.

iv) Questionnaires.

v) Journals, magazines, Research papers, News paper articles, Govt. Circulars.

vi) Directories and year Books.

It will not be possible to review here all the studies in all respect. However some of the important and relevant studies on the present problem have been discussed as below:
2.2 REVIEW OF LITERATURE AND CONTRIBUTIONS OF EMINENT AUTHORITIES ON SUGAR INDUSTRY IN INDIA, MAHARASHTRA AND MARATHWADA, LABOUR OF SUGAR COOPERATIVES AND SOME OTHER RELEVANT INTRODUCTORY ASPECTS OF THE PRESENT STUDY.

Prof. D.R. Gadgil\(^1\) an eminent economist and architect of cooperative movement in India has made valuable contribution. In his book entitled, "Toward a cooperative commonwealth" published in 1961, he has reviewed comprehensively the problem of cooperation in India and in some other countries of Europe and Asia. He has strongly advocated the importance of cooperative sector for the under-developed countries. His thoughts are fundamental and original in the field of cooperative movement. In his studies he has also given certain concrete suggestions for the success of cooperative movement in India. The literature is going to be useful to the planners of future of India.

Dr. S.D. Tupe\(^2\) in his book entitled, "Sugar cooperatives and Rural Change" has studied thoroughly and assessed the impact of sugar factories in a given area on agriculture, agriculturists, living standards of agriculture labourers and factory workers and overall change in the rural areas. It has been concluded that setting up of sugar factories help in gearing up the development of rural areas. As well
the real incomes of farmers have increased after the setting up of sugar factories.

Dr. Kamat G.S., in his studies and research, has elaborated the importance of cooperative sector in Indian economy. He has dealt with the problems relating to the management of cooperative industries in this country. These problems related to the organisation, management, production, finance and labour relations also. The study is with the special reference to sugar cooperatives in Maharashtra. In fact very few have touched the labour aspect of the industry but Dr. Kamat has advocated the significance of the labour as very important factor of production and set the line of direction to the researchers and readers on the issue of labour.

Dr. Kharche R.M. in his thesis submitted to Marathwada University in May 1987 entitled, "COOPERATIVE SUGAR FACTORIES IN MARATHWADA" studied thoroughly the development and the importance of sugar industry in India, Maharashtra and Marathwada region, Profile of Marathwada, Financial structure of cooperative sugar factories, supply of sugarcane and other inputs, cost of sugar production and the policy of management. The aspects have been studied system-
atically and exhaustively. Also the researcher has made mention of factory employees and workers welfare activities to little extent but not to justification.

Dr. Nikam G.A.5 has contributed richly to the importance of sugar industry in India from the points of view of rural development, rural employment, employment of sugar-cane growers, notable investment of the industry in the rural economy. The author, being the authority on sugar industry and its problems has very skillfully analyzed the very important aspects like sugar cane yield per hectare, sugar production, sugar recovery and its comparison with advanced sugar producing countries of the world, the public distribution system, Government policy, role of Government and financial institutions in the financial structure of the industry, cost trends and profitability aspects, in his research papers, writings and articles published and books. The author has also given a definite action plan for the development of sugar industry in India, and to become more competitive in the world market. The analytical part of it is above excellence. But according to me, in the writings and researches of the author, the very important aspect of labour could not be given a justice to a marked extent.
Dr. Deshmukh R.D. in his thesis entitled the 'Critical study of sugar industry under cooperative sector in Marathwada region', studied the cooperative sugar factories of Marathwada during 1965 to 1985. It is the study of financial problems. The thesis covers the aspect like sugar industry introduction, cost of cane cultivation, cost structure, cost of sugar production. In his study there is one separate chapter on labour relations in sugar industry. And labour has been treated as basic factor of production. Thus the literature has made important contribution.

The thesis, submitted by Dr. G.B. Sondage, is also important contribution on the important problem of sugar. In his thesis he has tried to focus on the development of sugar industry in India and Maharashtra with all the statistical tables, profile of Marathwada. He has also highlighted the significant financial issues of sugar industry, cost analysis of sugar production, also the management dynamics in sugar industry. But there is hardly any reference of labour aspect in the whole of the thesis.

The journal Cooperative Sugar has been playing a vital role in providing the very important statistical information which is of great importance
to number of people and institutions like researchers, Government organisations, sugar factory organisation, administrators, trade union leaders, critics and analysts. The journal has been equipping the valuable statements like the statements showing production of sugarcane in India, yield of sugarcane in India, cane crushed by sugar factories in India, number of sugar factories in operation in India, Duration of crushing season in India, average recovery of sugar per cent cane in India, sugar production by sugar factories statewise, incentive schemes for sugar factories.

2.3 STUDY OF THE LITERATURE ON PROFILE OF COOPERATIVE SUGAR FACTORIES SELECTED FOR THE STUDY:

Annual reports of, SIDDHESHWAR SSK, SAMARTH SSK, JAI-BHAVANI SSK, MANJARA Sahakari SSK, TERANA SAHETKARI SSK, PURNA SSK, GODAWARI-MANAR SSK, all these cooperative sugar factories selected for the study, have made a valuable contribution in updating the profile of the sugar factories on the very important aspects such as year of establishment, capacity licensed and capacity installed, personnel and workers working in the factory, sugar cane production and sugar production statistics, statistics of sugar recovery percent, gross working days of the
crushing season, of last eleven years i.e. from 1985-86 to 1995-96 and the financial statements. These annual reports also have provided the interesting information about the unit, their objectives and activities, developmental schemes and programmes launched by the factories. This information has helped the researcher doing the justice to the proper analysis of the present problem; in the right spirit. It has also helped in assessing the functioning of the unit.

The Personal interviews of labour and welfare officers and office records of the sugar factories included under the present study. SIDHESHWAR16 SSK, SAMARTH17 SSK, JAI-BHAWANI18 SSK, MANJARA- SAHETKARI19 SSK, TERANA-SHETKARI20 SSK, PURNA21 SSK, GODAVARI-NANAR22 SSK have contributed to supply the information on very important aspects like statistical information about workers and their welfare. The implementation of the Recommendations of CENTRAL WAGE BOARD FOR SUGAR INDUSTRY and the important provisions of industrial and labour laws in the factories selected for the study. And also helped in stating the UNION MANAGEMENT relations in sugar cooperatives.
2.4 Review of the Studies on Industrial and Labour Laws, Their Provisions and Implementations:

Some of the subscribers like Misra S.N., Kothari, Shukla, Davar S.R. and Kapoor N.D. have richly contributed to the literature on Industrial and Labour Laws. They have made the literature available to acquaint with the basic principles of Industrial and Labour Laws on the existing Legislative Provisions relating to wages, health, safety, welfare, training of workers, compensation to workers in case of accidents, settlement of industrial disputes, Provident Funds, Bonus, Trade Unions, the records to be maintained by industrialists under various Acts. Care also has been taken to take full account of the large scale amendments in the Acts from time to time. This knowledge has been definitely benefiting the businessmen, company secretaries, Trade Union leaders, Labour and Industrial Relations officers and Researchers, etc.

2.5 Review of the Source Material on the Central Wage Boards for Sugar Industry, Recommendations and Their Implementation:

The reports of First Central Wage Board, Second Central Wage Board, and Third Central Wage Board...
BOARD for sugar industry are also supposed to be very important source of information which has made the literature available on important aspects like Development in the industry, Employment in the industry, occupational nomenclatures in the sugar factories, paying capacity of the industry, Revision of wage structure, gratuity and very important is the recommendations of the Board which are to be implemented by the factories. The Notes of Dissent, which give the differences of sincere opinions of the honourable members of the Board on the issues, have also been cited in the reports which have definitely a critical value. These reports are useful to factory management, management executives, Government, officials, researchers, employees of sugar cooperatives and many others.

The questionnaires prepared here have contributed and substantiated lot in the realisation of the hypotheses of the present study, being tested. The exhaustive questionnaires prepared, for all the three parties directly involved viz.

1. Questionnaire for workers, Trade Union leaders, Management Executives of the factories included in the present study have thoroughly studied
the burning problems of the industry pertaining to Labour like –

1. Nature of the job.
2. Motivational strategy adopted by management.
3. Implementation of the recommendation of CWB for sugar industry.
5. Wage scales recommended by the Boards.
6. The problem of Labour Productivity.
7. Labour management Relations.

2.6 STUDY OF THE LITERATURE ON TRADE UNION MOVEMENT IN SUGAR INDUSTRY IN INDIA, MAHARASHTRA AND MARATHWADA AND INDUSTRIAL RELATIONS:

It has been agreed that there is hardly any literature specially on the Trade Union Movement in the sugar industry and industrial relations therein. Whatever is the literature is available has already been reviewed in the earlier pages. Following are some of the notable subscribers subscribing in general though not in particular.

S.D. Punekar 34 S. Madhuri in the book entitled, "Trade Union Leadership in India which is noth-
ing but a survey and a report, have studied the present leadership of the Trade Unions in India. It is the study of Trade Union leaders. In the book it has been studied and investigated the structure and finance of the Trade Unions, General background of the leader of trade Unions, their education, training, their interest in the trade unions and labour matters, state of trade union movement in India and views on industrial relations.

R. S. Davar in his book entitled, "Personnel Management and Industrial Relations in India", he has attempted to study and thus help the managers in performing the personnel functions whereby he would succeed in encouraging his subordinates. Moreover the book is concerned with the manpower planning, recruitment, selection, performance appraisal, motivation aspect, appropriate wage policy and industrial relations.

Dr. Mamoria C.B. and Mr. Tripathi P.C. are the authorities making the comprehensive literature available in the discipline of personnel management with special reference to Indian conditions. These studies have blended conceptual discussions with the practical implications. In the books entitled,
"Personnel Management" they have focused on the current aspects of importance such as Functions of Personnel Management, Personnel Policies and organizational structure, wage and salary administration, employees health, safety and welfare, training of employees, job evaluation techniques, motivational theories, human relations, industrial relations, collective bargaining and management of human resource development and trade union movement in India. The study also deals with understanding the needs and behaviour of the people and their management. The literature promises to be of great interest to the management practitioners, administrators, executives and researchers as well.

2.7 CONCLUSION:

It is clear from the above review of literature that the social, economic, institutional and law authors and analysts have taken much interest on analysing the problems of sugar industry in India. The researchers and authors have studied and critically analysed the important problems of the industry like, the problem of finance, irrigation, cane-development, cost analyses, financial structure, sugar cane price problem, sugar recovery problem,
sugar price problem, public distribution system, sugar policies at the central and state level and some other managerial problems. But their interest has not touched specifically the very important problem of labour of sugar industry to its justification. It has remained neglected. Even in the annual reports of the sugar factories have hardly any reference on the labour issues. This speaks of the indifferent attitude of the management towards the labour problem.

Thus there is a great need of studying the problem of payment of wages, wage structure, labour welfare and security, labour movement, implementation of recommendations of wage Boards and provisions of labour laws in a exhaustive manner. Therefore the present study is taken up with a view to filling up some of the above mentioned gaps. The present study is significant for it has made the literature available on the following important aspects in the systematic manner:

1. The present study has made the literature available on the sugar industry in India, Maharashtra and Marathwada region.

2. The literature has covered the period of eleven years, i.e.; 1985-86 to 1995-96.
3. The study provided the literature on the profile of seven cooperative sugar factories of Marathwada region.

4. The literature has substantiated and tried to find out how far the recommendations of the Central wage Boards have been implemented in the factories.

5. The present study has a coverage of the literature in the form of questionnaires also.

6. It is the literature wherein the implementation of the important provisions of labour laws have been examined and tested.

7. The study presents the literature on the trade union movement and labour management relations in the industry.

8. The last but not least subscription of the study is in the form of creative, exhaustive and feasible suggestions for the improvement of labour conditions.
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