



PROFILES OF SUGAR FACTORIES UNDER TAKEN FOR THE STUDY IN KARNATAKA: SPECIAL REFERENCE WITH RECRUITMENT OF SEASONAL WORKERS IN NARANJA SUGAR FACTORY:

Baswaraj Veershetty

Research Scholar and Assistant Professor, Department of Sociology,
CES First Grade College Mannaekhelli.
(Reg. No. 00109207008)

Dr. Sharanabasappa B. Jewoorshetty

M.A (Soc)., Ph.D
Research Guide and Asst. Professor of Sociology,
Govt. First Grade College Hungund, Dist: Bagalkot, Karnataka.



ABSTRACT:

In this factory it is usual practice to discontinue the seasonal workers at the end of the crushing season and to recruit the same seasonal workers at the starting of the next season through a notification of those recruitment in the sugar factory starts in the second week of October and the season ends in the first week of May. Thus the working period of the seasonal workers is only of 6 to 7 months. Generally the notification of recruitment of the seasonal workers at the starting of the crushing season is given by the Managing Director or the Labour Officer of the factory. The vacancies created due to the failure of a few workers in rejoining duties are filled in through direct recruitment or recommendations of the Directors.

Labour Training :

In order to select the most suitable persons for the various categories of jobs in the industry through the application of scientific techniques. It becomes necessary to arrange for the training of the workers. Training aims at improving the attitudes, skills and techniques of the job and to increase job attitudes. Trained worker is an asset to the organization.

Methods of Training :

There are various methods of training and choice of the method depends upon the type of organization, type of product, cost of training, number of workers to be trained etc.

- 1) On job training.
- 2) Vestibule training
- 3) Apprenticeship training
- 4) Internship training
- 5) Learner's training.

Training of Seasonal Labour in Naranja Sugar Factory :

This factory has not made any provision for training the seasonal employees. The seasonal worker is expected to work under the supervision of a senior person who provides practical knowledge of the job. Permanent workers engaged in manufacturing department are sent to the seminars and workshops during the off season.

Wages to the Labourers :

Remuneration paid to the workers engaged for the day, week, fortnight or month is usually referred to as Wages.

Types of Wages :

Wages can be broadly classified as follows :

- 1) Living Wages
- 2) Minimum Wages
- 3) Fair Wages

Wages of Seasonal Workers in Naranja Sugar Factory :

In this sugar factory the wages are paid to the seasonal workers according to their wage board rule. In the factory, two methods of wages are followed. Firstly Monthly wage payment for skilled and permanent workers and secondly, daily wages to the workers temporarily appointed.

Payment of Bonus :

Bonus is distribution of profits to Insurance policy holders or gratitude to workmen beyond their wages.

Bonus to Seasonal Workers in Naranja Sugar Factory :

The factory has made applicable the provisions of Bonus Act and every permanent and Seasonal worker is entitled to get the bonus during the year.

Working Conditions :

Working conditions are those conditions under which the workers have to perform their task. Good working condition is a need of the factory along with fair wages.

Working condition include the following :

- 1) Should maintain proper temperature.
- 2) Air movement to reduce the fatigue of workers.
- 3) Humidity in accordance with the technical need of the plant.
- 4) Sanitation : Include cleanliness of floor, wall, roof, machines and clean arrangements of latrine, urinals and provision for removing out end air inside the factory.
- 5) Lighting : Adequate and proper lighting provision in the place of work to increase the efficiency.

Working conditions in Naranja Sugar Factory :

The factory has provided all the working conditions mentioned in the Indian Factory Act, 1948. Majority of the workers in the factory are satisfied with the temperature, air movement, humidity, sanitation and lighting.

Leaves and Holidays facility provided by Naranja Sugar Factory :

In this factory as per the Indian Factory Act. 1948 all the holidays including public holidays and periodical holidays are available to the workers. In addition to that, workers get leave, sick leave with full pay as per the provision made in the Act.

In case of seasonal worker, 10 days casual leave and 6 days sick leave, in all 16 leaves are available in this factory.

Labour Welfare activities in Naranja Sugar Factory :

Labour welfare means the effort on the part of the employee to improve the conditions of employment within their factories.

In this factory, different acts containing the labor welfare provisions are made applicable. Following facilities are provided to the workers.

1) Workers Co-operative Credit Society :

The factory has established a Workers Co-operative Credit Society for helping the needy workers by way of lending short and medium term loans.

2) Consumer Co-operative Society :

With the initiative of the management and workers, Naranja Sugar Factory Consumer Co-operative Society was established to provide essentials such as food grains, cloth, utensils at a fair price.

3) Medical facilities :

This factory is providing first aid to the workers. No provision of hospital with modern medical equipment available at the factory. This is because factory is providing medical allowance to workers.

4) Housing facilities :

Most of the workers have made their own housing facility.

5) Provision of Safety Equipments :

In this factory workers working in the manufacturing department, Agricultural department and particularly in Sulphuration process need the safety devices such as hand gloves, safety shoes and devices to protect eyes and face. But it is painful to note that this factory is not providing such devices to its workers.

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