

A Study of Opportunities, Challenges and Factors Affecting on Workers in Sugar Factory

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Abstract :

In developing and agrarian economies and democratic nations with mixed economies like India, it is the need of the hour to make efforts to economically empower the workers and bring them into the flow of economic development of the country. There is a very close relationship between the workers employed in sugar mills and the financial benefits received by the workers. High cost of sugarcane, inefficient technology, economic process of production and heavy excise duty make production cost high. The production cost of sugar in India is the highest in the world. In order to get the maximum out of the workers in the sugar mills, they need to get a lot of monetary and non-monetary benefits. If the workers are encouraged and get maximum work out of them then the factory will get maximum profit.

Key words: workers, motivation, skills, profit and loss, development, sugar factory, production, benefits etc.

Introduction:

The skills of the workers are very important in a factory as there are various types of work to be done. The financial condition of the workers is an important part of the workers' own economic livelihood. One of the important tasks of the manager is to get the workers to do their work in terms of skill by giving them proper remuneration to improve the standard of living of the workers. It is important from the factory's point of view to train the workers in a positive manner and direct and indirectly guide them in the right way of working to increase their efficiency, Workers in Western Maharashtra. There is a big gap between the benefits received by the factory workers and the workers actually working in the factories. Major challenges facing sugar industry in India are given below; Sugar industry is seasonal in nature. Production methods are old and inefficient. Transport delayed in reaching the factories. A sugar worker neither has good health nor money in hand after the job. In such a situation these workers have to struggle to survive again in the old age. To solve this problem of sugar workers, we need a platform that thinks differently and implements different activities. In today's modern, stressful and competitive era, there is a need to think deeply to create a bright future generation of sugar workers, farmers-members of parliament, officials working in the sugar sector with the same perseverance. Sugar factories are the second largest industry after textile industry related to agricultural production process.

Problems of the Study: Poverty, lack of schools, poor educational infrastructure and the growth of an unorganized economy are considered to be the most important causes of child labor in India. Article 24 of the Constitution of India prohibits child labour, but only in factories, mines or hazardous employment. Labor and related issues relate to all aspects of labor demand and supply in any country. It also includes labor disputes and strikes over wages, benefits and working hours.

Objectives of the Study:

The main objective of this research is to work from the sugar factory workers to increase the maximum profit of the factory by providing motivation and some specific objectives have been given by the researcher as follows.

1. To study the challenges faced by factory workers.
2. To study the opportunities faced by factory workers.
3. To study the factors affecting the skill of factory workers.
4. To study the guiding factors for motivational performance of workers.

Significance of the Study:

The working conditions of factory workers vary according to the type of operations they operate. You may have to stand for long periods of time or bend and lift heavy materials. It may be need to move early in your work day. Some factory workers monitor machinery and remain seated for most of their shift. Workers in the unorganized sector can be protected if the government takes care of their basic needs like food, health, education by following the wages and working hours fixed by the government, providing loans for self-employment.

Scope of the Study:

Labor relations are the relationship between employer and employee. They are influenced by many factors, including labor unions, collective bargaining, the labor market, and government policy, the

structure of the economy, labor law, and technological change. Some of the problems faced by laborers are unstable employment conditions and financial insecurity. Not all workers have access to protective equipment at work. They face health hazards and have to work long hours.

Limitation of the Study:

The workers of the factory process the sugarcane that comes to the factory and prepare sugar, electricity, alcohol, ethanol, compost from it. Sugar is produced in sugarcane in the farmer's field. It is the responsibility of the sugar worker to deliver the sugar from the cane in the factory to the godown without letting it go to waste. Special Allowance is different from Dearness Allowance and also affects the calculation. Please note that dearness allowance is applicable only to public sector employees and not to private sector. Special Allowances given are exempt as highlighted above, while Dearness Allowance is taxable.

Period of the Study:

In order to study in detail the factors that affect the labor and occupational skills of sugar mills, the researcher has reviewed the information from 2022 and conducted this research.

Research Methodology:

The researcher has used various types of secondary resources to study the unfavorable and favorable factors affecting the workers and skills of the workers working in the factory. In this research, the researcher has made detailed use of research papers, articles, journals, newspapers, audio videos, reference books, serial books, annual reports, etc.

Research Method:

The researcher has completed this research by using the descriptive analysis method to study in detail the economic and social conditions of the workers in the factory and the incentive given to the workers by the factory as well as the maximum profit of the factory.

Results and Discussion:

At present there are a total of 191 sugar factories in Maharashtra with an average of 150 cooperative and 41 private. On an average, a sugar factory has around 1000 to 1200 workers. A cooperative sugar factory generally has 14 to 15 thousand farmer members. This means that the future of 25 lakh farmer member children depends on this sugar business. The monthly salary of the workers is only Rs. 8 to 18 thousand. Even after retirement, there is not much left in hand. Salaries are also not paid on time. Because there is a lack of clear rules for this. Therefore, there is a financial strain on the workers in this sector as a whole. A sugar worker works in his factory for sixty years. So his villages and relatives are all broken. After retirement he cannot settle down in the village. The situation there does not accommodate him. He cannot even build a simple house in the village after retirement. This is the shocking truth. He does not have the village identity card required for government work. So the schemes cannot be taken advantage of. Sugar workers do not have the same benefits as they get after retiring from other government services. He comes to the village with the meager amount received after retirement. Once there, the affordability begins. There is no house to stay, children are married, and they have no job. Not enough capital to start a business. Even after working in the factory all his life, he has to start a new struggle to survive when he comes to the village.

Sugar Factory and Workers:

Some measures need to be taken to overcome this situation. The unions that the workers have work for wage increases or other demands while on the job. However, there is no mechanism to address the family needs of the workers, their other difficulties and post-retirement support. It needs to be created. As organizations, institutions, clubs are working in other fields; an experiment should be done for sugar workers. We are now taking the initiative to have a platform that caters to all the needs of sugar workers. Through that, along with solving their problems, there will be an effort to give direction to life. It aims to be a platform that organizes gatherings, training camps, award schemes, felicitation and promotion activities, cultural programs, literary programs, seminars, community weddings, sports, entertainment, whatever is required for them, keeping the sugar workers in mind.

Affecting Factors and Workers:

So far, such a broad consideration has never been given in the case of sugar workers. Salary hike and salary agreement were the only issues raised. While working at the factory, his life was thought of only for this. However, there was no thought about his family, his children, life after retirement. We have taken it up now. Preparation is going on at primary level. Contact with many officers-workers and experienced persons are going on for this. How to implement the system, how to collect funds has also been considered.

Challenges before Sugar Factory:

Since the last one and a half years, the price of sugar in the world market has been decreasing continuously. The price of sugar in the world market fell by 24 thousand rupees per ton.

1. At that time the rates in India were between 38 and 40 thousand rupees per ton. It has further decreased in the last few months. Factories in India cannot afford to produce sugar due to the fall in global market prices. Uttar Pradesh, Maharashtra, Gujarat, Tamil Nadu, Karnataka are top states in sugar industry. If water availability is satisfactory, sugarcane area in the country expands to about 5 million hectares.
2. On an average, 250 lakh tonnes to 280 lakh tonnes of sugar is produced across the country. If there are problems in agriculture, there is a decrease in sugarcane area and sugar production. If we think about the grain of sand and dung, the sugarcane area in the country has remained more than 40 lakh hectares.
3. High cost of sugarcane, inefficient technology, economic process of production and heavy excise duty make production cost high. The production cost of sugar in India is the highest in the world.
4. Globally, Brazil ranks first and India ranks second in sugar production. About 13 % of the world production of sugar is produced in India. However, India ranks fourth in sugar exports. After Brazil, Thailand and Australia are the second and third sugar exporting countries.
5. Sugar is exported from India to Myanmar, Somalia, Sudan, United Arab Emirates, Pakistan, Saudi Arabia, Sri Lanka, Tanzania etc.
6. Advances in technology and farming practices are likely to make sugarcane cultivation more viable and profitable in these regions. Therefore, it is reasonable to accept that the trend of setting up new sugar mills in South India is increasing.

Opportunities in Sugar Factory:

A sugar worker neither has good health nor money in hand after the job. In such a situation these workers have to struggle to survive again in the old age. To solve this problem of sugar workers, we need a platform that thinks differently and implements different activities.

1. In today's modern, stressful and competitive era, there is a need to think deeply to create a bright future generation of sugar workers, farmers-MPs, officials working in the sugar sector with the same persistence.
2. Sugar factories are the second largest industry after textile industry related to agricultural production process. From this, the central and state governments get about seven thousand crores of revenue in the form of various taxes. The turnover of the sugar industry in Maharashtra is around 35 thousand crores.
3. At present there are a total of 191 sugar factories in Maharashtra with an average of 150 cooperative and 41 private. On an average, a sugar factory has around 1000 to 1200 workers. A cooperative sugar factory generally has 14 to 15 thousand farmer members. This means that the future of 25 lakh farmer member children depends on this sugar business.
4. The monthly salary of the workers is only Rs. 8 to 18 thousand. Even after retirement, there is not much left in hand. Salaries are also not paid on time. Because there is a lack of clear rules for this. Therefore, there is a financial strain on the workers in this sector as a whole.
5. A sugar worker works in his factory for sixty years. So his villages and relatives are all broken. After retirement he cannot settle down in the village. The situation there does not accommodate him. He cannot even build a simple house in the village after retirement. This is the shocking truth. He does not have the village identity card required for government work.
6. Sugar workers do not have the same benefits as they get after retiring from other government services. He comes to the village with the meager amount received after retirement. Once there, the affordability begins. There is no house to stay, children are married, and they have no job. Not enough capital to start a business. Even after working in the factory all his life, he has to start a new struggle to survive when he comes to the village.
7. The unions that the workers have work for wage increases or other demands while on the job. However, there is no mechanism to address the family needs of the workers, their other difficulties and post-retirement support. It needs to be created. As organizations, institutions, clubs are working in other fields; an experiment should be done for sugar workers.

Sugar Factory and Economic Status of workers:

We are now taking the initiative to have a platform that caters to all the needs of sugar workers. Through that, along with solving their problems, there will be an effort to give direction to life. It aims to be a platform that organizes gatherings, training camps, award schemes, felicitation and promotion activities, cultural programs, literary programs, seminars, community weddings, sports, entertainment, whatever is required for them, keeping the sugar workers in mind.

Government Scheme and benefits:

It will also be considered whether government schemes can bring benefits to sugar workers, whether Gharkul scheme can be implemented for them, whether health facilities can be created. So far, such a broad consideration has never been given in the case of sugar workers. Salary hike and salary agreement were the only issues raised. While working at the factory, his life was thought of only for this. Preparation is going on at primary level. Contact with many officers-workers and experienced persons are going on for this. How to implement the system, how to collect funds has also been considered. Still, we are getting to know what the sugar workers think about this.

Sugar Production:

Sugar industry is a big business in India. About 525 factories produced more than 30 million tonnes of sugar during the last fall season, which lasted from October to April. It has overtaken Brazil to become the world's largest producer. Many factories were closed due to economic collapse, workers became unemployed. Some factories were closed down. Some of them were leased, which were sold; but such new investors did not pay the workers their due wages. Not only this, even if the owner changes, the old workers have to be hired first. The provision of this law is being violated.

Chart No. 1 Sugar Factory and Workers



Sugar Industry and Development:

The sugar industry in Maharashtra is currently going through a major transition. There is no objective analysis of this crisis. This industry processing perishable agricultural commodities like; sugarcane was inevitably set up in rural areas. With the initiative of some visionary leaders, this industry flourished in the cooperative sector. No one will deny that it also contributed greatly to the development of rural areas. There has been an increase in the number of workers caught. In fact, the laborer is a very important factor in the production process and already has a meager wage compared to government employees or other industrial workers in rural areas. In America, the wage of workers is 80 dollars for 8 hours. In Maharashtra, the minimum wage of sugar workers is not even five thousand.

Workers and Benefits:

Not only this, even if the owner changes, the old workers have to be hired first. The provision of this law is being violated. Retired workers have not even been able to get the begum of their life. Labor cost is only 12 to 15 % of sugar production cost. It is much lower than the International Labor Organization recommendation. During the prime of life, sugar factory workers have to face many problems in daily life and even after retirement. Although it may not be possible to make the life of a sugar worker as sweet as sugar immediately, at least the bitterness in their life can be removed. With the development of rural areas through sugar factories, big cities, trade, economic and political prosperity developed rapidly in all areas, this is a great happy event; But in the same way, the children of the farmers, who are the major players in this sector, who have the lion's share in this structure, their entire lives depend on these sugar industries.

Barriers and Motivation:

Even after retiring from this mechanical life of sixty years, the misery and neglect of the sugar worker does not end. There is nothing left to do in retirement. The question of what to do next is bothering him while he is carrying the broken world in the chali to the village. In the middle period, his village was neglected. Relatives and village people are separated, waiting for agriculture and home. After returning to the village, there is no proper shelter. This money must have been earned; others look at it with the same eyes. So no one comes to help. On the contrary, old quarrels are removed. After struggling with the machine all his life, the village has to face a new struggle. Children's education is incomplete, daughter's marriage is to be seen, self and wife's illness has started. After going to the village, there are many questions like gathering documents for many facilities such as ration card, electricity connection, gas, bank etc.

Unskilled Workers:

A highly skilled worker has a higher rate of production. An unskilled operator works at a lower production rate as compared to skilled workers. Secondly, unskilled operators make mistakes and produce defective pieces. The time when workers do not perform standard work and waste their time by being idle is called lost time. Several times a day the operator waits for work. Operators wait for the line to set up. A factory producer loses time which affects the efficiency of the factory.

Downgraded Workforce:

The pace of production on the factory shop floor depends on the mood of the workers. Demotivated workers can reduce factory performance. Premature pay and low wages can demotivate workers. When there is a quality problem, the operator needs more explanation and training, which lowers the operator's production rate and reduces the efficiency of a given line. Secondly, if the garment quality is not done right the first time, there will be a need for repair work, rejects and additional manpower.

Employee Absence:

When some employees don't show up for work, it causes loss of production, causing problems in workflow. If workers leave or the absence is unplanned, it reduces the efficiency of the line and the factory. Factory efficiency is a measure of much business performance in the manufacturing sector. Factory growth and earnings are directly related to factory efficiency. That is why every business owner should take care to improve and maintain factory efficiency. To be trained in the factory wherever possible, or, self-sponsored for training at a training center or institute, approved by the Chief Inspector, where training is provided for workers' health and safety at work.

Conclusion:

Financial as well as non-financial incentives are necessary to extract maximum work from sugar factory workers. Directly helping the employees by showing them non-financial incentives i.e. encouraging them to work will enable them to maximize the profit of the factory. In order to increase the performance of the employees, the manager should lead with utmost integrity and effectively on the basis of skill. The skill and leadership of the workers play an important role in the profitability of the factory. Give production employees frequent small rewards to show that their work is valued on a daily basis. Establish a program that rewards employees for meeting weekly goals, such as producing a certain number of units or demonstrating the company's core values.

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