



Socio Economics and Working Conditions of Employees Among Selected Rice Mills in CBE

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ABSTRACT:

The project work is entitled a "SOCIO ECONOMICS AND WORKING CONDITIONS OF EMPLOYEE AMONG SELECTED RICE MILLS IN CBE" with special reference to coimbatore rice mills. The primary objective of this study is to measure the working condition of employees in rice mills.

1. INTRODUCTION

Rice mill is a food-processing facility where paddy is processed to rice to be sold in the market. The entire product is procured from paddy fields, milled and processed hygienically in modern machinery and dust-free environment and cleaned through sorting machines. Among various crops, rice is the principal food crop of the State. West Bengal is the largest producer of rice in the country with an annual output of around 150 Lakh Tones. The rice is obtained after hulling of paddy in a rice mill. The paddy comprises of 20% rice hull or husk, 11% bran layers, and 69% starchy endosperm. Paddy in its raw form cannot be consumed by human beings. It needs to be suitably processed for obtaining rice. Rice milling is the process which helps in removal of hulls and bran from paddy grains to produce polished rice. Rice milling is the process of removal of husk and bran layer from the paddy to produce whole white rice kernel. The rice should be free from impurities and should contain minimum number of broken grains. Food Corporation of India (FCI) is the main purchaser of rice. About 20 to 25% of total production of rice is procured by FCI for at Minimum Support Price for Public Distribution System.

India has about 82000 registered single huller units, 2600 double hulling unit,

5000 units of disc Sheller cum polisher and 10000 units of rubber roll Sheller.

The average capacity of these units ranges between 2 tones per hour to 10 tones per hour. In India, rice milling business has a turnover of more than Rs.25,500 crore per annum. Among other states, Punjab, Haryana, Andhra Pradesh etc. also produce large quantities of rice.

1.2 OBJECTIVE OF THE STUDY

The main objective of this research study is to investigate the socio-economic circumstances of rice mill workers in Tamilnadu's Coimbatore district. The study's specific objectives are

1. To find out the key problems faced by workers in the Coimbatore district rice mills;
2. To identifying gender inequality in salaries and jobs faced by employees in rice mills;
3. To identify the variables affecting the standard of living of employees in rice mills; and
4. To evaluate the operation of the Union of Rice Mills Workers in Tamilnadu and its success in solving the problems of workers in rice mills.

1.3 SCOPE OF THE STUDY

- Among industries, rice processing industry is the biggest industry in India. Rice is one of the important agricultural commodities in the world. It is obtained by processing paddy. More than 50 percent of the world's population consumes rice as their main food. In India food grain production has increased almost four times since independence. Rice processing industry is one of the traditional industries in Tamil Nadu.
- Paddy processing industry is one of the tradable industries in Tamil Nadu. As time passed, with the increase in production and productivity of paddy, rice mills are modern. Paddy production is highly concentrated in the District of Thanjavur in Tamil Nadu. This area is known as the 'rice bowls' of Tamil Nadu.

1.4 RESEARCH METHODOLOGY

There are various tools which are used in analyzing data. The following tools are used for representing and analyzing data.

Tools: 1) Simple Percentage Analysis

2) Chi-square

Percentage Analysis:

Percentage methods refer to the specific kind which is used in making comparison between two or more series of data collected. Percentages are being based on description relationship. It compares the relative items. Through the use of percentage, the data are reduced in the form with base equal to 100% which facilitates relative comparison.

Percentage = (No. of Respondents/ Total No. of Respondents) x 100

1.5 STATEMENT OF THE PROBLEM

The present study focuses mainly on the various relevant aspects of the main agro processing industry i.e. Rice Processing in Tamil Nadu. Tamil Nadu has succeeded in developing a very good rice processing and packaging infrastructure to bring about a stew of rice brands in to the market. But the production of rice deteriorated from year to year in Tamil Nadu. The rice mills in the state are concentrated mainly in and around Thanjavur. The study aims to analyse the factors that lead to the clustering of rice mills in and around Tamil Nadu. The present study also proposes to analyse the financial performance of rice mills in and around Tamil Nadu.

Since rice is a major crop of Tamil Nadu and the majority of farmers in the state are rice farmers, the prosperity of the people of Tamil Nadu is based on the performance of the rice crop and hence Tamil Nadu's economy is largely rice based. The study also aims to go through the decline in paddy cultivation in Tamil Nadu. The declining trend in paddy cultivation has resulted in a significant lowering of total rice production in the state thus widening the self sufficiency, of predominantly rice eating population of Tamil Nadu. The present annual production is nearly 1/6 of the estimated requirement of rice in Tamil Nadu. The reasons for the wide gap between the demand and the actual production also need special attention from policy makers.

1.6 LIMITATION OF STUDY

- The study was primarily based on a survey in the Coimbatore district, while as the rice mill has significant number of workers the sample taken for the study may not be representative of the whole universe.
- Another important limitation with research is that the Coimbatore district from which data is collected have been selected as per the convenience and therefore some of the major district were not included in the sample space due to time and resource constraints.
- Some respondents showed little interest in filling the questionnaires and some respondents particularly in lower management had difficulty in understanding few questions and had to be assisted to fill respond to those questions which may have led some influence on the perception of these respondents.
- Despite these limitations, efforts were made that these limitations do not come in the way of arriving at an authentic conclusion. The sample selection was done very carefully to make the sample representative of the whole population. Further the respondents were guided thoroughly to understand the questions wherever they faced any difficulty.
- It was governed by principle of purposive sampling method which ensures the law of statistical regularity, stating that if on an average the 15 sample chosen is a purposive sampling one, the sample will have the same composition and characteristics as the universe.

2. REVIEW OF LITERATURE

1. **Wagenaar (2012)** regarding the category Decision Latitude and Control, three of the articles in our database deal with the subject of autonomy. All three show that the autonomy level of staffing workers is much lower than that of traditional employees. All three studies are general in the sense that they cover the entire labor market. In two of the studies, the researchers also distinguish between different types of employment contracts: permanent employees, people with a temporary contract with the chance of receiving a permanent contract, temporary employees, on-call employees and staffing workers. Other variables based on previous research that may be expected to be significant for psychosocial health such as repetitive work and general work satisfaction, showed that staffing workers were the most vulnerable group.
2. **In Kompier et al (2009)** the previously-referenced Dutch study of five different types of employment contract factors and the tempo (pace of work) at which operations are to be performed, the values for staffing workers were significantly lower than for permanent employees. On firms this as staffing workers are overrepresented in the group with passive jobs that is to say, with low levels of demands and control at work. Note, however, that staffing workers also are overrepresented in the tense job group, a combination of high levels of demands and low levels of control.

3. **Galais, N. & Moser, K. (2009)** conducted a survey on work environment and health among employees in staffing agencies in Italy. Almost half of the staffing workers (48%) felt that there were some factors that had a negative impact on their health; a third mentioned a risk factor, and 12% two risk factors. The principal risk factors reported by staffing workers were physical fatigue, stress, mental workload and noise. The article does not, however, report the extent of the aforementioned risk factors. The study also shows some methodological weaknesses. The selection of the employees who participated in the study was made by staffing agencies, which may have influenced their responses. Furthermore, the study includes no control group which means it is difficult to draw any conclusions from the information in it.

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Chapter 3

3.1 Introduction

Coimbatore district is known as “Manchester” of South India situated in the western part of Tamil Nadu. covering eleven taluks viz., [Annur](#), [Anaimalai](#), [Coimbatore North taluk](#), [Coimbatore South taluk](#), [Kinathukkadavu](#), [Madukkarai](#), [Mettupalayam](#), [Perur](#), [Pollachi](#), [Sulur](#) and Valparai production established trading market for the textile industry. The [Amaravathi reservoir](#) and the [Amaravathi river](#) are breeding grounds for the [mugger crocodiles](#). Tourism in Coimbatore district is a journey down the ages as the district is rich in historical associations and cultural traditions. Coimbatore district was part of the historical Kongu Nadu and was ruled by the Cheras. Coimbatore was in the middle of the Roman trade route that extended from [Muziristo Arikamedu](#) in South India. The decline of the cotton industry in [Mumbai](#) fuelled an economic boom in Coimbatore in the 1920s and 1930s.

3.2 Historical Perspective:

The region around Coimbatore was ruled by the [Cheras](#) during [Sangam period](#) between 1st and the 4th centuries CE and it served as the eastern entrance to the [Palakkad Gap](#), the principal trade route between the west coast and [Tamil Nadu](#). The [Kosar tribe](#) mentioned in the 2nd century CE [Tamil epic Silappathikaram](#) and other poems in [Sangam literature](#) is associated with the Coimbatore region. The region was located along an [ancient Roman](#) trade route that extended from [Muziristo Arikamedu](#). The [medieval Cholas](#) conquered the [Kongu Nadu](#) in the 10th century. A Chola highway called [Rajakesari Peruvazhi](#) ran through the region. Much of Tamil Nadu came under the rule of the [Vijayanagara Empire](#) by the 15th century. In the 1550s, [Madurai Nayaks](#), who were the military governors of the Vijayanagara Empire, took control of the region. After the Vijayanagara Empire fell in the 17th century, the Madurai Nayaks established their state as an independent kingdom. They introduced the [Palayakkarar system](#) under which Kongu Nadu region was divided into 24 Palayams (towns).

3.3 Profile of Study Area

S S Modern Rice Mill (SSMRM) was established in 2005 as a proprietorship firm, by Mr. S. Shiva Kumar. SSMRM is engaged in milling and processing of rice. The operations of the firm started in the year 2007. The rice milling unit of the firm is located at Coimbatore (Tamil Nadu). Apart from rice processing, the firm is also engaged in selling by products such as broken rice, husk and bran.

The main raw material, paddy is directly procured from local farmers of Tamil Nadu and from the farmers in the states Karnataka, Andhra Pradesh and Telangana. The firm sells 80% of its rice production through its own retail outlets in Coimbatore and Erode Districts of Tamil Nadu. The firm has 23 outlets in the said districts. The firms sell remaining 20% of the rice production to hotels and corporate entities.

IV. ANALYSIS AND INTERPRETATION:

CHI-SQUARE TEST

AGE	BACK PAIN	BODY PAIN	EP	SP	BP	TOTAL
18-20	1	2	0	1	1	5
20-25	2	2	1	1	1	7
25-30	2	2	0	0	1	5
31-40	1	0	1	0	1	3
	6	6	2	2	4	20

Chi-square test is the non-parametric test of signification differences between the observed distribution of data among the observed distribution of data among categories and the expected distribution based on the null hypothesis. The test (pronounced as chi-square test) is one of the simplest and most widely used non-parametric test in statistical work. The symbol is the Greek letter Chi. The test was first used by Karl person in the 1900.

CHI SQUARE VALUE (X^2) = (Observed value – Expected value)²/Expected value.

Degree of freedom = (Row - 1)*(Column - 1) = (4-1)*(3-1)

Degree of Freedom=6

Calculated Value of $X^2=6.1587$

Table value = 12.317\

Hypothesis:

HO: There is no significance relationship between dependent variable and independent variable

level of significance 5%

H1: There is a significant relationship between dependent variable and independent variable level of significance 5%.

Interpretation:

In the above comparative analysis, the calculated value (6.1587) is less than the table value

12.317 at 5% level of significance. Hence Null hypothesis is accepted.

Thus, there is no significant relationship between respondents age and the problems faced by the respondents.

5. FINDINGS, SUGGESTION AND CONCLUSION

Findings

- Majority 54% of respondents comes under the category of female.
- Majority 62% of respondents comes under the age.
- Most of respondents are belong to Permanent worker of 43%.
- Majority 60% of respondents are unmarried
- Majority 54% of the respondents are belong to joint family
- Majority of the respondents are belong to Urban area 60%
- Most of respondents are earning 37%.
- Majority of respondents are Yes of 60%
- Most of respondents are Family members also working of 53%.
- Most of respondents are 8 hours of 40%
- Majority of respondents are Satisfactory of 77%.
- Most of respondents are More work less salary of 34%.
- Most of respondents are Health checkup at regular interval organized of 46%.
- Most of respondents are Heat of 31%.
- Majority of respondents are Yes of 71%.
- Most of respondents are Body pain and Back pain of 23%.
- Majority of respondents are Yes of 71%
- Majority of respondents are Yes of 71%.
- Most of respondents are Financial compensation of 40%.

SUGGESTIONS:

In this section an attempt is being made to provide suggestion package in the light of the above findings of the present study to solve the workers problem in rice mills of Coimbatore district.

1. It is suggested that welfare facilities should be solved Maintenance of housing, children education, washing and sitting facilities can be implemented and Sanitation facilities must be improved by considering hygienic conditions at the work Place.
2. The workers suggested that increase salary. The present allocation is too meager and as a result the resources are thinly spread over a number of schemes producing no tangible result. Therefore, it is necessary to double the budget allocation for the welfare of the workers in the rice mill.
3. Workers work conditions should be improved by management. Employers should take regard of workers health. The normal eight working hours should be observed and not twelve working hours as is currently done in the rice mills if high productivity is to be realized. Proper work facilities and protective facilities should be given to workers.
4. It is suggested that working environment should be improved to attract the man power. And it is suggested that Annual and festival bonus has to be increased and also Loans and advances has to be improved which helps the workers for satisfying Financial needs.
5. Workers suggested state government should give opportunities of rural workers to participation in income generating activities is believed to increase their status and decision making power with empowerment.
6. Respondents suggested about Medical facilities should be improved to workers. And Activities like sports should be improved for workers and also working environment should be improved to attract the man power.
7. Every rice mill should have a well defined catchment area which prescribe is area of operation.
8. Every rice mill should have a department of community health to mobilize interest, expertise and direct interaction, on one side, with the clinical services and on the other side, with the communities in its catchments area. The department should have a multidisciplinary composition and foster and encourage teamwork. The responsibilities of these departments of community health should include.
 - a) Support and encouragement to primary health care in the hospitals catchment area;
 - b) Collaborate with the community in seeking relevant information of health problems and appropriate solutions;
 - c) Develop effective ways in which the community can also assist in improving hospital services, social organizations should be encouraged to participate actively to see well being of citizens.
9. The superior workers should freely and frequently interact with the subordinates workers. This fosters a sense of belongingness in the minds of the employees, greater autonomy shall be given to the workers. It helps in developing self-confidence and ensures involvement amongst the working resulting in better.
10. The promotion policy must be fair and objective. Frequent changes in the policies are not advisable and when once the policy has been drawn, it must be force at least for 3 to 5 years. Every year, the rice mill has to declare the vacancies in different categories. To encourage the junior doctors a certain percentage of the vacancies are to be filled through internal promotions. It develops competitive spirit among the employees at all levels.
11. The rice mill management should create good climate in the organization by conducting formal type of discussions. This helps employees to discuss with their superior without any hesitation. In brief democratic environment is preferred pure autocratic environment. Over arching visioning” is to be replaced by “shared visioning” which brings in better articulation of vision of the organization, comprehensive understanding by all workers about the objectives which are aimed to be achieved.
12. Rice mill workers suggested that In order to empower them we need not only to give them more economic power but also bring changes in the entire, social, political and legal systems and policies of the country because these are responsible for workers lower states in society and the main hindrances in their progress.
13. Rice mill workers suggested that It is necessary to empower the socially disadvantaged groups of the society. The government should chalk out long term programs and policies for rice mill workers and implement effectively for their sustainable development in future.
14. Respondents suggested about Infrastructure development in the rice mill area areas like road, water, health, culture and other needs has to be given proper importance. When allotting fund for infrastructure development, a separate allotment for workers living areas should be provided.
15. Respondents want The Minimum Wages Act for rice mill workers must be stringently implemented throughout the country. A comprehensive bill for agricultural workers is another long-standing demand and it must be enacted without delay. Homestead land must be provided for workers.

16. The total liberation and full rehabilitation of bonded labourers must be ensured. The pernicious practice of child labour must be abolished and children properly rehabilitated and educated.
17. Keeping the above in mind the role of workers suggested to be as follows:
 - a) Creating health awareness, participation and organizing active community groups.
 - b) Training of peripheral social workers.
 - c) Providing outreach services facilities.
 - d) Networking at inter and intra-sect oral levels for various developmental actions.
18. They suggested that the govt. should establish more schemes to self employment for our children, because of we may be popularized to generate and increase our family income and suggested that skills like note book making, file making, electrical work with simple devices, tailoring with cutting and fashion design, catering, food processing, nursery planting, herbal medicine etc. training should be given in such a way that it would generate self employment.

CONCLUSION:

Researcher have come to the concluding chapter of this thesis, after going through its various chapters a little intensively, the researcher got a good idea about its content and the underlying purpose. However, to refresh his memory and to put the central idea in a better and clearer perspective, it seems proper to give a resume of some silent points, touched in this thesis once again.

Rice mill Workers are one of the pillars of each and every mill. Needless to mention that a wellclad, well-fed and satisfied, pleased worker is a plus point to any mill. So the owners of the mills need to pay attention towards the development of the workers engaged in the mills. Known to all that a large numbers of male and female workers are affianced in mills. The rice mill is not a special one. Workers comprise a huge part of the Indian population. They take part in a very important role in developing Indian economy. Their involvement to the society cannot be gainsaid. They are the pillars of the families. They clutch the main key in maintaining their families. They give up their expensive time in bringing up their siblings. They are rendering their services in different customs. They are also working in mills for the maintenance of their families. Men and Women work in rice mill for the maintenance of their families. In order to maintain their families, maintainable earnings should be provided. Conducive working environment, healthy industrial relations, welfare facilities etc need to be extended to the working. The non-existence of the above factors may obstruct the resonance mills relation, demotivate the workers, create job dissatisfaction, and increase labour turnover and absenteeism. No denying the fact that good, favorable socioeconomic condition of the workers may act as a booster, which in turn may establish congenial mills relations. In this backdrop, an attempt has been made to find out the socio-economic conditions of the workers engaged in the selected in rice mill s in Coimbatore district.

Rice mill Workers is a significant and growing form of employment. The practice of employing contract Workers is observed all over the world and has been in operation since ages. Such Workers can be distinguished from the direct workers in terms of employee-employer relationship and the method of wage payment. The contract workers do not have any direct relationship with the principal employer. It has a distinct way of working unlike in any other classes of Workers like permanent, temporary, casual, badli etc. The contract system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors, and the worker. The workers are recruited by an outside agency or person and are supplied to an establishment or engaged on its work. Unlike direct Workers, they neither feature on the muster roll of principal employer/ establishment nor are paid directly. The establishment providing work to the contractor has no direct responsibility towards the workers appointed by the contractors.

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