

Socio – Economic Demographic Profile of the Labourers: A Study on Co-Operative Sugar Mills on Punjab

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ABSTRACT

In an era, when there was need for inclusive growth, the sugar industry was amongst the few industries that have successfully contributed to the Indian economy, particularly rural economy. At present, sugar industry is second largest agro-based industry in India after cotton textile industry and for working in any industry labour is the most important factor amongst all. The socio-economic conditions and working environment greatly affects production. The present paper deals with studying the socio-economic profile and demographic features of the labourers engaged in Co-operative Sugar Mills in Punjab.

1. Introduction

India has been known as the original home of sugar and sugar cane. It is the backbone of India's agriculture and industrial development as no other organised industry provides as many opportunities to rural masses (Chand, 2002).

The prime tool in any industry for the fulfilment of planned target is workforce or labour. The labourer is one of pillars of each and every industry. For any industry well- clad, well- fed and contented labourer is an asset. Thus, we can say that socio-economic condition or working and living conditions have close relation with production. Moreover, a comprehension of the process of change going on in a particular society requires an understanding of economic, social cultural and political background of the people, involved in it (Chand, 2002).

With help of some characteristics such as age, native place, locale of background, type of family, level of education, type of dwelling, attempt has been made to understand Socio-Economic profile of Labourers engaged in Co-Operative Sugar Mills in Punjab.

2. Aim

The aim of the present study is to know following facts about labourers of Co-operative Sugar Mills in Punjab:

- 1) To study the socio-economic profile of labourers
- 2) To understand the demographic features of labourers that affect their efficiency at workplace
- 3) To know the composition of labourers in Co-operative Sugar Mills
- 4) To study the changes in composition of labourers with introduction of reforms in working techniques from time to time.

3. Research methodology & statistical tools

In order to achieve the stipulated objectives the data is collected from employees of Co- Operative Sugar Mills in

Punjab and basic statistical tools are used to analyse the data.

4. Results and discussion

[A] Age

For the present study, it is important to analyse labourers engaged in Co-Operative Sugar Mills in Punjab according to age group. The number of studies in past have supported the fact that an age plays a vital role in shaping personality and values of responsibility to work of life. The table 1 shows the overall numbers of labourers employed in Co-operative sugar Mills in Punjab according to their age. It has been clearly depicted in Table 1 that maximum number i.e. 275 (50 percent) of labourers from overall 500 (100 percent) labourers employed in Mills belong to the age group 50-60 years, followed by the age group 40-50 years, where 191(34.73 percent) labourers are from this group. Further, it has been seen that remaining labourers 37 (6.73 percent) , 29 (5.27 percent), 14 (2.55 percent), 4 (0.73 percent) are employed from 20-30 years age-group, 30-40 years age – group, 60-above age group and 14 – 20 years age group respectively.

In case of permanent labourers employed in mills, majority of labourers i.e. 116 (61.05 percent) labourers out of 190 (100 percent) labourers belong to 50-60 years age group. 71(37.37 percent) permanent labourers employed in mills are from 40-50 years age group. During the study negligible numbers of labourers, 2 (1.05 percent) and 1 (0.53 percent) are employed from 60&above age group and 30-40 years age group respectively. It has been revealed during the study, no labourers is currently working in Mills from 14-20 years and 20-30 years age group. The similar trend has been reported in the case of the seasonal permanent labourers. As predominant number of seasonal permanent labourers 158 (55.83 percent) out of 283 labourers are employed from 50-60 years age group. 109 (38.52 percent) labourers, 11(3.89 percent) labourers, 5 (1.77 percent) labourers, are those seasonal permanent labourers who belong to the age group of 40-50 years, 60&above and 30-40 years respectively. The table 1

shows that no young labourers, belonging to 14-20 years and 20-30 years age group is found working in the mills. The opposite trend is observed in the case contract labourers. As it has been found that majority of young blood labourers are working in mills as contract labourers. 37 (48.05 percent) labourers out of 77 (100 percent) labourers employed in Mills belong to 20-30 years, follow by 23 (28.87) percent) labourers from 30-40 years age group, 11(14.29 percent) labourers from 40-50 years age group, 4 (5.19 percent) labourers from 14-20 years age group. Only 1 (1.30 percent) labourer is working in mills belong to age group of 50-60 years and 60 & above years each.

The above state trend clearly shows that there has been no new recruitment of labourers either for permanent and seasonal permanent categories. After introduction of new technology and computers etc in the nineties Mills was revised in the year 1995. As a result of which, the surplus labour was declared in the all Mills. Thus, the recruitment was stop. After drop of the staff strength to less than sanctioned strength due to retirement, Mills started hiring contract labourers. But in 2015, some of Mills have start hiring fresh labourers in permanent and seasonal permanent categories.

TABLE 1:- AGE

Age	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
14-20	0	0	0	0	4	5.19	4	0.73
20-30	0	0	0	0	37	48.05	37	6.73
30-40	1	0.53	5	1.77	23	29.87	29	5.27
40-50	71	37.37	109	38.52	11	14.29	191	34.73
50-60	116	61.05	158	55.83	1	1.3	275	50
60 & Above	2	1.05	11	3.89	1	1.3	14	2.55
Total	190	100	283	100	77	100	550	100

[B] Native place and background

The overall workforce employed in Co-Operative Sugar Mills in Punjab can be said to predominantly belonging to a rural background. As 526 (95.64 percent) labourers out of 550 (100 percent) labourers are hailing from rural areas and only 24 (4.36 percent) labourers are those who stated that urban area as their native place. The trend is similar for permanent, seasonal permanent and contract labourers. As 176 (93.68

percent) permanent, 277 (97.88 percent) seasonal permanent, 71(92.21 percent) contract labourers state that their native place is rural area. During the study, a few labourers, 12 (6.32 percent) permanent, 6(2.12 percent) seasonal permanent and 6 (7.19 percent) contract labourers reported urban as their native place.

TABLE 2 :- NATIVE PLACE

Native Place	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Urban	12	6.32	6	2.12	6	7.79	24	4.36
Rural	178	93.68	277	97.88	71	92.21	526	95.64
Total	190	100	283	100	77	100	550	100

During the study it has been discovered that sampled labourers are located locally, which has been showed in Table 3. As out of 550 (100 percent) labourers, 430 (78.18 percent) labourers stated locale of background to be local whereas only 120 (21.82 percent) labourers are found be migrant labourers. The similar trend has been reported for permanent and seasonal permanent labourers. 169 (88.95 percent) permanent labourers out of 190 (100 percent) permanent labourers and 226 (79.86 percent) seasonal permanent labourers out of 283

(100 percent) seasonal permanent labourers are found to located locally. Only 21 (11.05 percent) permanent labourers and 57 (20.14) seasonal permanent labourers are migrated labourers. The opposite trend has been found in the case for contact labourers. The majority of contract labourers i.e. 42 (54.55 percent) labourers out of 77 (100 percent) contract labourers are migrant labourers whereas remaining contract labourers 34 (45.45 percent) revealed their locale to be local.

TABLE 3 :- LOCALE OF BACKGROUND

Locale of Background	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
LOCAL	169	88.95	226	79.86	35	45.45	430	78.18
MIGRANT	21	11.05	57	20.14	42	54.55	120	21.82

TOTAL	190	100	283	100	77	100	550	100
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[C] Education

Education is a crucial social factor, which plays a vital role in determining the one’s socio-economic conditions. Education enables a person to understand his surrounding and environment, which further helps him to acquires information for the promotion of self-development. Education is foremost tool for modernisation of Industry. It becomes easy for Industry to introduced new technology, if labourer is educated because they are able to adopted and understand change innovations easily. The overall education level during the study has been revealed in Table 4, which shows the majority of labourers 179 (32.55 percent), out of 550 (100 percent) labourers have education till matric level. 96 (17.45 percent) labourers are those, who have studied till middle level, followed by 93 (16.91 percent) labourers are those, who studied up till primary level. Further, it has been found that 151 labourers are those, who have achieved the education level more than matric level. Out of these, 84 (15.27 percent) labourers are those attained education till 10+2 level, followed by 66 (12 percent) labourers, who have acquired the education till diploma level. Just 1 (0.18 percent) labourer are graduated. There are 31(5.64 percent) of labourers, who pursued education below primary level.

The majority of permanent labourers i.e. 55 (28.95 percent) out of 190 (100 percent) permanent labourers stated matric as their education level, followed by 45(23.68 percent) labourers, who have attain education till 10+2. 40 (21.05 percent) permanent labourers pursued their education till

diploma level. 22 (11.58 percent) and 20 (10.53 percent) of them studied till middle level and primary level respectively. Only 7 (3.68 percent) of permanent labourers reported their education level below primary level. Just 1 (0.53 percent) gradated permanent labourer has been reported during the study.

The predominant number of seasonal permanent labourers, i.e. 116 (40.99 percent) reported education level till matric level, followed by 58 (20.49 percent) labourers, who revealed their education status till middle level. The education till primary level has been reported by 50 (17.67 percent) seasonal permanent labourers. 25 (8.83 percent) and 20 (7.07 percent) of seasonal permanent labourers reported 10+2 and diploma as education status. Only 14 (4.95 percent) of labourers, out of 283 (100 percent) seasonal permanent labourers said their education status below primary level. The maximum number of contract labourers i.e. 23 (29.87 percent) from 77 (100 percent) contract labourers covered under the study reported that they have achieved education till primary level. 16 (20.78 percent) and 14 (18.18) of contract labourers attained education till middle level and 10+2 level respectively. 10 (12.99 percent) contract labourers said their education level below primary. Only 8 (10.39 percent) and 6 (7.79 percent) of contract labourers stated matric and diploma as their education level. During the study, neither any seasonal permanent or contract labourers stated that education level above diploma.

TABLE 4 :- EDUCATION LEVEL

Education Level	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Below Primary	7	3.68	14	4.95	10	12.99	31	5.64
Primary	20	10.53	50	17.67	23	29.87	93	16.91
Middle	22	11.58	58	20.49	16	20.78	96	17.45
Matric	55	28.95	116	40.99	8	10.39	179	32.55
10+2	45	23.68	25	8.83	14	18.18	84	15.27
Diploma	40	21.05	20	7.07	6	7.79	66	12
Graduation & Above	1	0.53	0	0	0	0	1	0.18
Total	190	100	283	100	77	100	550	100

[D] Family Size and Family Structure

Family size and family structure is a very important parameter for determining the socio-economic as well as living conditions of the labourers. As both of them, shapes the personality and behaviour of an individual in the society, which further impacts one’s socio-economic status. Both factors determine the family income size, which is an economic factor that affects socio-economic conditions. The table 5 and table 6 show family size and family types respectively. Out of 550 (100 percent) labourers, majority of 388 (70.55 percent) of labourers reported their family size ranged from 4 to 6 members, followed by 133 (24.18 percent) labourers stated family consist of 1 to 3 members. During the study only 29 labourers reported

that they have big families. Out of these 20(3.64 percent) labourers revealed that their family size comprised of 6 to 9 members. Just 9 (1.64 percent) labourers stated their family incorporated more than 9 members.

Majority of 137 (72.11 percent) permanent labourers stated their family size comprised of 4 to 6 members. 48 (25.26 percent) labourers said that their family consists of 1 to 3 members. During the study, no big family size has been reported in case of permanent labourers. Just 5 (2.63 percent) labourers stated family size ranged from 6 to 9 members. During the study, both seasonal permanent and contract labourers showed same trend. As 196 (69.26 percent), out of

283 (100 percent) seasonal permanent labourers and 55 (71.43 percent), out of 77 (100 percent) contract labourers stated their family size consists of 4 to 6 members. 71(25.09 percent) seasonal permanent labourers and 14 (18.18 percent) contract labourers said that their family comprised of 1 to 3 members. Though, some labourers in both categories i.e. seasonal permanent and contract labourers stated that family

size to bigger but there are few of them only. 10 (3.53 percent) seasonal permanent labourers and 5 (6.49 percent) contract labourers stated their family size incorporate 6 to 9 members, where as 6 (2.12 percent) seasonal permanent labourers and 3 (3.90 percent) contract labourers reported their family comprised more than 9 members.

TABLE 5 :- FAMILY SIZE

Family Size	Regular Permanent /		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
1 to 3	48	25.26	71	25.09	14	18.18	133	24.18
4 to 6	137	72.11	196	69.26	55	71.43	388	70.55
6 to 9	5	2.63	10	3.53	5	6.49	20	3.64
ABOVE 9	0	0	6	2.12	3	3.9	9	1.64
TOTAL	190	100	283	100	77	100	550	100

TABLE 6 :- TYPE OF FAMILY

Family	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
JOINT	23	0.12	65	0.23	34	0.44	122	22.18
NUCLEAR	167	0.88	218	0.77	43	0.56	428	77.82
TOTAL	190	1	283	1	77	1	550	100

• Family Education Level

It has been observed during the study, the sampled labourers wanted to improve their family, particularly their children's socio-economic conditions. The one important factor, which helps to improve socio-economic conditions, is education. As the better education, level correlates with better socio-economic conditions. The good education level can lead to good cognitive development, language, memory, socio-emotional processing and consequently high income and health in an adulthood.

During the study, it has been observe the majority of sampled labourer's family members have attained/ pursuing the education till matric level, i.e.343 (19.01 per cent) sampled family members, out of 1804 total sampled labourer's family members. The 298 (16.52 per cent) sampled labourer's family members either had studied till 10+2 level or were pursuing this level of the education. The 279 (15.47 per cent) of the sampled labourer's family member reported the primary level as their education level, followed by 284 (15.74 per cent) sampled labourer's family members, who stated middle level as their education level. The graduation level education has been attained/ been pursued by 223(12.36 per cent) of the sampled labourer's family members, followed by 105 (5.82 per cent) sampled labourer's family members who have either studied or still pursuing the diploma level. There were 196 (10.86 per cent) sampled labourer's family members were illiterate. The negligible sampled labourer's family member i.e. 42 (2.33 per cent) was the infant and 34 (1.88 per cent) sampled labourer's family members were at the kindergarten level.

The 30 (5.30 per cent) permanent labourer's family were illiterate, followed by 6 permanent labourer's family members were infants. The negligible permanent labourer's family i.e. 4 (0.71 per cent) were pursuing the education at the kindergarten level. During the study, the similar trend has been also observe for the seasonal permanent labourer's family members. As the predominant seasonal permanent labourer's family members i.e. 183 (19.51 per cent), out of 930 total seasonal permanent labourer's family members, either had completed education till matric level or pursuing the education at this level. Further,171 (18.23 per cent) seasonal permanent labourer's family members, stated that either has attained or pursuing the education at the middle level, followed by 162 (17.27 per cent) of them completed or still study at 10+2 level (higher secondary level). During the study, the opposite trend has been observe for the contract labourer's family members in the terms of education level for their family member. As the majority, of the family members of the contract labourers were illiterate 79 (26.33 percent), followed by 67 (22.33 per cent) family members of the contract labourers either had studied until primary level or are studying this level, out of total 300 family members of the contract labourers . The 47 (15.67 per cent) and 46 (15.33 per cent) family members of the contract labourers reported that either have completed education level or pursing education at middle or matric level. There are 25(8.33 percent) family members of the contract labourers, who stated either have completed or still studying at 10+2 level, followed by 13 (4.33 per cent) of them, who studied below primary level. A very few family members of the contact labourers revealed that either they are studying at diploma level i.e. 3 members (1 percent) and graduation level 9 members (3percent).

Table 7:- Family Education Level

Family Education	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Illiterate	30	5.3	87	9.28	79	26.33	196	10.86
Below Study Age	6	1.06	25	2.67	11	3.67	42	2.33
Kindergarten	4	0.71	17	1.81	12	4.33	34	1.83
Primary	59	10.42	153	16.31	67	22.33	279	15.47
Middle	66	11.66	171	18.23	47	15.67	284	15.74
Matric	114	20.14	183	19.51	46	15.33	343	19.01
10+2	111	19.61	162	17.27	25	8.33	298	16.52
Diploma	66	11.66	36	3.84	3	1	105	5.82
Graduation And Above	110	19.43	104	11.09	9	3	223	12.36
Total	566	100	938	100	300	100	1804	100

[E] Land and Milchanimals ownership

Table 8 shows ownership of land holding where as Table 9 unfolds number acres own by labourers. The majority of sampled labourers i.e. 347 (63.09 percent) labourers stated that they do not own any land holding, where as 203 (36.91 percent) labourers revealed that they have ownership of land holding. The similar trends has been unfold in the case of permanent labourers as 144 (75.79 percent) labourers said that they have no land holding ownership and 46 (24.21

percent) labourers revealed that they have ownership of land holding. Under seasonal permanent labourers category, half of labourers covered under this category i.e.142 (50.18 percent) revealed that they own the land and 141 (49.82 percent) labourers said that they do not own any land holding. The majority of contract labourers i.e. 62 (80.52 percent) labourers stated that they do not own any land holding, where as 15 (19.48 percent) labourers revealed that they have ownership of land holding.

TABLE 8 :- LAND HOLDING BY LABOURER

Yes / No	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
YES	46	24.21	142	50.18	15	19.48	203	36.91
NO	144	75.79	141	49.82	62	80.52	347	63.09
TOTAL	190	100	283	100	77	100	550	100

Out of 203 sampled labourers, who revealed that they own land holding, majority 65 sampled labourers stated that they own land upto 2.5 acres. 59 (29.06 percent) sampled labourers stated that they own land between 5 to 10 acres, followed by 54 (26.60 percent) sampled labourers who said they have land from ranged 2.5 – 5 acres. Only 25 sampled labourers reported ownership of land more than 10 acres. Out of these labourers, 20 (9.85 percent) of them reported land holding ownership between 10 -15 acres and 5 (2.46 percent) labourers stated land holding ownership more than 15 acres. As only 46 permanent labourers said that they own land, out of these labourers, majority of them i.e. 16 (34.78 percent) stated that they own land between 5 to 10 acres. There are 14 (30.43 percent) permanent labourers who declared their landholding between 2.5 – 5 acres, followed by 10 (21.24 percent) labourers who revealed their land holding upto 2.5 acres. 4

(8.70 percent) labourers and 2(4.35 percent) labourers stated land holding ranged from 10-15 acres and above 15 acres respectively. Out of 142 seasonal permanent labourers, 48 (33.80 percent) labourers said that they own land upto 2.5 acres, followed by 39 (27.46 percent) labourers, who stated that they own land holding between 5 -10 acres, 36 (25.35 percent) labourers said they have land from ranged 2.5 – 5 acres. 16 (11.27 percent) labourers reported land holding ownership between 10 -15 acres and 3 (2.11 percent) labourers stated land holding ownership more than 15 acres. Majority contract labourers i.e. 7 (46.67 percent) stated that they own land upto 2.5 acres. 4 (26.67 percent) labourers stated that they own land between 5 to 10 acres and 4 (26.67 percent) sampled labourers who said they have land from ranged 2.5 – 5 acres. During the study no contract labourers has been found who own land more than 10 acres.

TABLE 9:- LAND HOLDING OWN BY LABOURERS IN ACRES

Area In Acres	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Upto 2.5	10	21.74	48	33.8	7	46.67	65	32.02

2.5 – 5	14	30.43	36	25.35	4	26.67	54	26.6
5-10	16	34.78	39	27.46	4	26.67	59	29.06
10-15	4	8.7	16	11.27	0	0	20	9.85
15 - Above	2	4.35	3	2.11	0	0	5	2.46
Total	46	100	142	100	15	100	203	100

The majority of sampled labourers i.e. 320 (58.18 percent) labourers stated that they do not own any milch animals, where as 230 (41.82 percent) labourers revealed that they owned milch animals. The similar trend has been unfolded in the case of permanent labourers as 145 (76.32 percent) labourers said that they do not own any milch animals and 45 (23.68 percent) labourers revealed that they owned of milch animals. Under seasonal permanent labourers category, 161 (56.89 percent)

labourers revealed that they own the milch animals and 122 (43.11 percent) labourers said that they do not own any milch animals. The majority of contract labourers i.e. 53 (68.83 percent) labourers stated that they do not own any milch animals, where as 24 (31.17 percent) labourers revealed that they have owned milch animals, which has been depicted in Table 10.

TABLE 10 :- MILCH ANIMAL OWNED BY LABOURERS

Yes / No	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
YES	45	23.68	161	56.89	24	31.17	230	41.82
NO	145	76.32	122	43.11	53	68.83	320	58.18
TOTAL	190	100	283	100	77	100	550	100

[F] Housing

Home occupies an important place in everyone's life. For the majority their dwelling is the place where they spend most time and where they most need to feel comfortable, secure and well provided for. The dwelling not only provides shelter and a place to eat, sleep and store possessions. It is also the prime base for family and social activities and a forum for expression of personality and taste and for enjoyment of leisure activities. For owner-occupying households (the majority) finding somewhere to live, which is suitable, convenient and attractive, yet affordable, is one of life's big decisions. Once purchased, their dwelling is likely to be their most valuable economic asset and the kind of accommodation occupied by a household is an important indicator of its lifestyle and socio-economic status.

• Type Of Dwelling

Table 11 shows the type of dwelling of the labourers employed in Co-operative Sugar Mills. This table clearly unfold the fact that majority of sampled labourers i.e. 462 (84 percent)

out of 550 labourers are living in pacca type of dwelling. 85 (15.45 percent) labourers and 3 (0.55 percent) labourers stated their dwelling to be semi-pacca and kacha type.

Under permanent labourers category, almost all labourers i.e. 189 (99.47 percent) stated dwelling to be pucca type and only 1(0.53 percent) labourer said that he has been living in semi-pucca type dwelling. Even in the case of seasonal permanent labourers, most of them i.e. 236(83.39 percent) labourers are living under pucca type of dwelling. 46 (16.25 percent) labourers and 1(0.35 percent) labourer seasonal permanent labourers reported dwelling to be semi – pucca and kacha type respectively. The bit different trend has been reported for contract labourers. As majority of them, 38 (49.35 percent) out of 77 (100 percent) contract labourers stated dwelling to be semi-pucca. There are 37(48.05 percent) of contract labourers, who have been living in pucca dwelling and only 2(2.60 percent) of them said they own dwelling in kacha form.

TABLE 11 :- TYPE OF DWELLING

Dwelling	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Pacca	189	99.47	236	83.39	37	48.05	462	84
Semi –Pacca	1	0.53	46	16.25	38	49.35	85	15.45
Kacha	0	0	1	0.35	2	2.6	3	0.55
Total	190	100	283	100	77	100	550	100

• Source of Lighting

The source of lighting has been outlined in Table 12. It is seem that majority of sampled labourers, 538(97.82 percent) have electricity as source of lighting in their house. Only 12 (2.18 percent) labourers stated lamp as source of lighting. All

permanent labourers covered under study stated electricity as source of lighting. Only 2(0.71 percent) seasonal permanent labourers, out of 283 seasonal permanent labourers said they do not have electricity facility in their house and used lamp as source of lighting. Remaining 281 (99.29 percent) seasonal

permanent labourers have electricity as source of lighting at their home. Even in case of contract labourers majority of them i.e. 67(87.01 percent) stated electricity as source of lighting at

their home and 10(12.99 percent) contract labourers reported lamp as source of lighting.

TABLE 12 :- SOURCE OF LIGHTING

Source	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Electricity	190	100	281	99.29	67	87.01	538	97.82
Lamp	0	0	2	0.71	10	12.99	12	2.18
Total	190	100	283	100	77	100	550	100

• Energy Source For Cooking

The sources of energy used by labourers for cooking purpose is shown in table 13. During the study it has been found that majority of labourers used more than one source for energy. The labourers revealed that by using one more than source of energy, apart from LPG helps them to cut down their energy bills. 470 (51.09 percent) labourers stated that they have been using LPG for cooking purpose, followed by Dung cakes, which has been used by 238(25.87 percent) labourers as source of energy. 124 (13.48 percent) labourers revealed wood as source of energy and 88 (9.57 percent) labourers said they have been using kerosene oil for cooking purpose. All permanent labourers i.e. 190 (86.51 percent) covered under study reported LPG as source of energy. There are some permanent labourers who stated that they have been using other source of energy also. 36 (15.25 percent) permanent labourers reported that they have been using dung cakes as

source of energy apart from LPG. 9 (3.81 percent) labourers have been using wood as source of energy also and only 1 (0.42 percent) labourer said that he has been using kerosene oil along with LPG as source of energy. 241 (45.30 percent) seasonal permanent labourers stated that they have been using LPG for cooking purpose, followed by Dung cakes, which has been used by 172 (32.33 percent) labourers as source of energy. 66 (12.41 percent) seasonal permanent labourers revealed wood as source of energy and 53 (9.96 percent) of them said they have been using kerosene oil for cooking purpose. In case of contract labourers, 49 (32.24 percent) of them have been using wood as source of energy, followed by 39 (25.66 percent) contract labourers who stated LPG as source of energy at their house. 34(22.37 percent) and 30 (19.74 percent) of contract labourers reported dung cakes and kerosene oil as source of energy for cooking purpose.

TABLE 13 :- ENERGY SOURCE FOR COOKING

Source	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
LPG GAS	190	80.51	241	45.3	39	25.66	470	51.09
Wood	9	3.81	66	12.41	49	32.24	124	13.48
Dung Cakes	36	15.25	172	32.33	30	19.74	238	25.87
Kerosene Oil	1	0.42	53	9.96	34	22.37	88	9.57
Total	236	100	532	100	152	100	920	100

• Water Source

The mode of source of drinking has been depicted in Table 14. During the study some of the labourers revealed that they have been using more than one source of drinking water. Majority of sampled labourers i.e. 288 (49.66) have been using piped water as source for drinking water, followed by motor pump, which has been used by 166 (28.62 percent) labourers. 124(21.38 percent) of labourers stated hand pump as source of drinking water and only 2 (0.34 percent) labourers reported that they own tube well for source of drinking water. Under permanent labourers category, 152 (78.76 percent) labourers reported piped water as source of drinking water, followed by motor pump, as 39(20.21 percent) labourers used this as source of drinking water. Only 2 (1.04 percent) permanent

labourers stated that they have been using hand pump as source of drinking water. 114 (37.62 percent) and 112 (36.96 percent) seasonal permanent labourers stated motor pump and piped water as their source of drinking water at their home. 76 (25.08) seasonal permanent labourers stated hand pump as source of drinking water and just 1 (0.33 percent) labourer reported tube well as source of drinking water. Majority of contract labourers i.e. 46(54.76 percent) said that they have been using hand pump as source of drinking water, followed by piped water, which has been used by 24 (28.57 percent) labourers as source of drinking water. 13 (15.76) contract labourers stated motor pump as source of drinking water and just 1 (0.33 percent) labourer reported tube well as source of drinking water.

TABLE 14 :- WATER SOURCE

Source	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%

Piped Water	152	78.76	112	36.96	24	28.57	288	49.66
Hand Pump	2	1.04	76	25.08	46	54.76	124	21.38
Motor Pump	39	20.21	114	37.62	13	15.48	166	28.62
Tube Well	0	0	1	0.33	1	1.19	2	0.34
Total	193	100	303	100	84	100	580	100

• Kind of Toilet Facility

Table 15 shows the kind of toilet facility the labourers are having in their dwelling. Some of the labourers reported that they are having more than one toilet facility in their house. The majority of sampled labourers i.e. 471(77.34 percent) labourers reported that they are having pour flush to pit inside type of toilet facility, followed by Flush to spectic facility, which has been reported by 66 (10.84 percent) labourers. 61 (10.02 percent) labourers revealed that they have pit flush system in their house as toilet facility. There are 11(1.81 percent) labourers who stated that their house does not contain any toilet facility at all. In case of permanent labourers, maximum numbers of labourers i.e. 186 (90.29percent) said that their household have pour flush to pit inside system and 20(9.71) labourers reported flush to spectic as toilet facility in their household. The majority of seasonal permanent labourers i.e.

236 (73.98 percent) labourers reported that they are having pour flush to pit inside type of toilet facility, followed by pit flush system facility, which has been reported by 43 (13.48 percent) labourers. 39 (12.23 percent) seasonal permanent labourers revealed that they have flush to specticsytem as toilet facility in their household. Just 1(0.31 percent) labourer stated that his house does not contain any toilet facility at all. In the case of contract labourers, large number of them i.e. 49 (58.33 percent) revealed pour flush to pit inside system as toilet facility, followed by pit flush system facility, which has been reported by 18 (21.43 percent) labourers. There are 10 (11.90 percent) labourers who stated that their house does not contain any toilet facility at all. 7 (8.33 percent) contract labourers revealed that they have flush to specticsytem as toilet facility in their household.

TABLE 15 :- KIND OF TOILET FACILITY

Toilet Facility	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Flush to Spectic	20	9.71	39	12.23	7	8.33	66	10.84
Pour Flush to Pit Inside	186	90.29	236	73.98	49	58.33	471	77.34
Pit Flush	0	0	43	13.48	18	21.43	61	10.02
No Facility	0	0	1	0.31	10	11.9	11	1.81
TOTAL	206	100	319	100	84	100	609	100

The condition of the toilet facility has been depicted in Table 16 and 17 though structure of toilet facility, whether holes in toilet has been covered or not and kind of problem labourers faced in case of toilet facility respectively. The table 16 clearly shows that majority of sampled labourers i.e. 529 (96.18 percent) are having well defined structure for toilet facility, where as only 21(3.82) of them reported no structure for toilet facility. All permanent labourers i.e. 190 (100 percent) covered under the study stated that they having well defined

super structure for toilet facility in their household. Among the seasonal permanent labourers, 283 (98.94percent) of them revealed that they are having well define super structure for toilet facility and only 3 (1.06 percent) said that they do not have toilet facility with well defined super structure. The majority of contract labourers i.e. 59 (79.62 percent) are having well defined structure for toilet facility, where as 18 (23.38) of them reported no structure for toilet facility.

TABLE 16 :- STRUCTURE OF TOILET FACILITY

Toilet Facility	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
Super Structure	190	100	280	98.94	59	76.62	529	96.18
No Structure	0	0	3	1.06	18	23.38	21	3.82
TOTAL	190	100	283	100	77	100	550	100

The table 17 clearly revealed that majority of sampled labourers i.e. 423 (76.91 percent) are having holes covered in toilet facility, where as only 127 (23.09 percent) of them reported that holes of toilet facility has been not covered at all. The majority of permanent labourers i.e. 180 (94.74 percent)

covered under the study stated that the holes of toilet facility have been covered, where as 10 (5.26 percent) labourers reported that holes of toilet facility have been not covered at all. Among the seasonal permanent labourers, 209 (73.85 percent) of them revealed that they are having holes covered

in toilet facility and 74 (26.15 percent) said that the holes of toilet facility are not been covered. The majority of contract labourers i.e. 43 (55.84 percent) reported that holes of toilet

facility has been not covered at all, where as 34(44.16 percent) of them said that holes are been covered in toilet facility.

TABLE 17 :- HOLES OF TOILET FACILITY ARE COVERED OR NOT?

Holes Covered	Regular / Permanent		Seasonal / Permanent		Contract		Sampled	
	No.	%	No.	%	No.	%	No.	%
YES	180	94.74	209	73.85	34	44.16	423	76.91
NO	10	5.26	74	26.15	43	55.84	127	23.09
TOTAL	190	100	283	100	77	100	550	100

5. Conclusion

During the study, it has been unfolded that the majority of sampled labourers, permanent and seasonal permanent labourers belong to age group 50-60 years. But the opposite trend has been noticed in the case of contract labourers, as majority of them belong to productive age group 20-30 years. This trend reveals that there has been no new recruitment for labourers in the mills. This is due to the fact, that in nineties, the labour was declared surplus in the all mills as result, new recruitment was stopped. Mills started hiring labourers on contract basis. When staff strength dropped to less than sanctioned strength due to retirement and non-recruitment of labourers under categories of permanent and seasonal permanent. The predominant number of sampled labourers stated rural area as their native place and negligible number of labourers revealed urban area as their native place. Moreover, it has been discover that sampled labourers are located locally. Only in the case of contact labourers, more than 50 percent labourers are migrant labourers. The majority of sampled labourers reported Punjabi as their mother tongue. They are only few labourers, who reported Bhojpuri and Hindi as their mother tongue. The negligible number of another labourers revealed other languages such as Urdu, Maithili and Buhdeli as their mother tongue. The preponderant sampled labourers stated that they have attained education till matric level, followed by middle and primary level education. There are only few sampled labourers, who stated 10+2 and diploma as their education level. The negligible number of another labourers reported education level below primary level and hardly any labourers has been found during the study, which has studied till graduation level. More than 50 percentage of sampled labourers stated that their family comprised of 4 to 6 members. A few labourers stated that have bigger families. The majority of the sampled labourers revealed that they are living in nuclear family. Further, the maximum sampled labourers stated Sikhism as their religion, followed by Hinduism and Islam. During the study, the majority of the sampled labourers belong to Backward caste, followed by General caste and Scheduled caste. Less than 1 percentage labourers has been found during the study, who belong to Scheduled Tribe. More than 50 percentage sampled labourers reported that they do not own any land holding. Those sampled labourers, who have land ownership, majority of them said that they own land upto

2.5 acres. Ownership of land between 5 -10 acres have been declared second highest, followed by ownership between 2.5 acres – 5 acres. The negligible number of sampled labourers stated that they own land more than 15 acres. Further, majority of sampled labourers reported that they don't own any milch animals. Out of those sampled labourers, who reported that they have own milch animals, most of them have animals between range 1-3. During the study, it has been clearly observed that maximum number of sampled labourers reported their dwelling to be pucca type. The negligible number of labourers said that they are living in kutcha dwellings. The predominant number of sampled labourers have been using electricity as source of lighting in their house. It has been found that some of labourers were using more than one source of energy for cooking purpose. The majority of the sampled labourers reported LPG as source of energy, followed by Dung cakes. During the study some of labourers revealed that they have been using more than one mode for source of water. The maximum number of sampled labourers said that piped water as main mode for source of water, followed by motor pump and hand pump. A few sampled labourers said that they have using tubewell as mode for source of water. Further, it has been found that majority of sampled labourers themselves own the mode for source of water i.e. private ownership. Less than 2 percentage of sampled labourers said that they have been using public source for drinking purpose. More than 50 percentage of sampled labourers stated that they have pour flush to pit inside toilet facility in their house. Less than 11 percentage of sampled labourers reported flush to septic and pit flush as toilet facility. The negligible percentage of labourers said that they don't have any toilet facility in their house. The majority of sampled labourers said they having well defined toilet structure with covered toilet holes. Despite of this, majority of sampled labourers stated smelly toilet as one of toilet problem faced by them. A few labourers said they also faced other toilet problems such as inadequate privacy and location inconvenience. Less than 30 percentage of sampled labourers reported that they don't face any toilet problems. Thus, it has been clearly observed that socio-economic profile of permanent labourers is much better than seasonal-permanent labourers and contract labourers where as socio-economic profile of contract labourers is worse as compared to permanent labourers and seasonal-permanent labourers.

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