

A STUDY ON LABOURS IN SUGAR MILLS IN TAMIL NADU

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ABSTRACT

Sugar is the word contains sweet to consumer whereas to farmers and small producers it is bitter. Prices of the sugar in the open market is highly competitive whereas to minimum support price to the procedures not sufficient to meet their operational cost. Therefore, they fails to pay price to the sugarcane farmers in the country. It is directly related with agriculture sector but at the same time sugar mills are producing not only sugar but also lot of substitute products to agriculture and industrial purpose. The processing and manufacturing of secondary products were earlier done with the help of simple tools. It used manual and muscle or animal power. Such activities were generally confined to individual's home. Gradually simple tools were replaced by more and more sophisticated powerful machines. They run with the help of energy derived from water, coal or mineral oil. These machines required big space and large workplace. Thus, mills or factories were established. Goods could be produced faster and there is uniformity in quality. The use of machine called for specialization and division of labour. The entire process was divided into a number of small steps following a definite sequence. With this view, the present paper discuss sugar industries growth and development in India, with respect to Tamil Nadu.

KEY WORDS : sugarcane , sugar industries, engineering industry, Labour welfare , employment , unskilled, semi-skilled , skilled labour

INTRODUCTION

The sugarcane is the raw material for this industry. Maharashtra is an important producer of sugarcane. Here the cultivation of sugarcane and the sugar industry are under co-operative sector. India is one of the major sugar producers of the world. Distributions of cotton textiles, sugar, iron and steel industry points towards the concentration of these industries near the source of their raw materials. On the other hand, engineering industry, oil refining and food- processing are either near the raw materials or the market. There are other factors also which influence the location of Industries. There are good transport facilities, skilled labour and other commercial services. Sugar can be produced from sugarcane, sugar-beet or any other crop having sugar content. But in India, sugarcane is the main source of sugar. At present, this is the second largest agro-based industry of India after cotton textile industry. Sugar was first produced from sugarcane plants in Northern India sometime after the first century AD. Sugar has been produced in India since ancient times and then it spread to other parts of the world. Sugarcane is a native of tropical Indian subcontinent and Southeast Asia. In India , sugarcane is planted thrice a year in October,

March and July depending on part of the country. Most of the sugar production in India takes at local Cooperative sugar mills . After gaining Independence, India made serious plans for overall industrial development of sugar industry.

REVIEW OF LITERATURE

Parameshwaran and H.Shamina (2014) has observed that welfare measures are more important for every employee, without welfare measure employee cannot work effectively in the organization. Social security measures like injury benefit, old age benefit, medical benefit and family welfare benefit are very important. The organization by providing better social security to employee the satisfaction towards job can be improved.

Shanthi P, and M.V.Deepak Rajagopal (2018) has argued that review of the labour welfare measures of the sugar mills has been made and the perception of the employees has been examined. Majority of the sample employees are satisfied with the labour welfare measures.

Indhumathi V and S .Thamilarasan (2019) has observed that point the association can give better wages and other welfare offices to laborer. Therefore the worker's wellbeing, security and welfare are related with one another. Subsequently every association should deal with representative's wellbeing by giving appropriate security measures. This target of research is to know the adequacy of wellbeing, security measures gave at chosen co-usable sugar industrial facilities.

Jayanti Kumari and V. Pathak (2016) has suggested that because of being more labour intensive industry it needs to concentrate more in the area of employees welfare measures. But if we make an overall survey of the living and working of these industrial workers, the need for, and the necessity of, labour welfare in sugar industry would immediately become apparent.

Ajit Dhar Dubey (2013) has argued that paper highlights the influence of labour welfare facilities on the job satisfaction of employees in Public Limited Companies and Private Companies in Uttar Pradesh. A stratified proportion sample of 201 employees was administered the Labour Welfare Inventory. The eight dimensions of labour welfare were found to be positively and significantly correlated with the job satisfaction of employees in these companies.

Paramasivan C & Azhagu Raja R (2014) Micro enterprises provide employment generation or self employment opportunities with local resources but the micro enterprises are facing lot of problems from its establishment to existing. The main objective of the study is to know the performance of micro enterprises in Thiruvavur District of Tamil Nadu

Rajaram Nathaji Wakchaure (2017) has observed that deals with aspects as concept of workers' participation, its various stages and evolution of workers' participation in management in Co-operative enterprises. It also reviews the staff relationship and need to frame suitable personnel management policies. Constructive lines to achieve the dual goal of higher productivity and industrial peace

Geetha R. and M. Muthumeenakshi (2020) has suggested that It is a desirable state of existence involving the mental, physical, moral and emotional factors of a person which increases productivity. The qualitative dimensions of employment are to provide adequate level of earnings, safe and human conditions of work and access to minimum social security benefits and so on.

Sathiya N. and N.Chitra (2017) has observed that The sample employees have few problems with absence of superior-subordinates, absence of HR department, strained union-management relationship, poor salary and allowances, inadequate welfare measure and lack consultation of job related problems of the employees with regard to job satisfaction to the factors identified in the suggested framework is important for the employees' job satisfaction

Gayathri M and K.Uma has argued that Most of the staff and workers are satisfied with the welfare facilities provided by the company. With the available information, researcher can say that the company can improve its facilities in providing some other benefits. Welfare facilities provided to the employees not only increase productivity but also increase the standard of living of the employees.

Gurpreet Randhawa and Ashutosh Gupta (2017) has observed that Employees will also appreciate the opportunity provided to them for their inputs in designing welfare schemes. This will also ensure that organizations are providing exactly those welfare measures which are essentially required and that can bring appreciation from the current employees and also act as a source of attraction to new applicants.

SUGAR INDUSTRIES IN TAMIL NADU

Tamil Nadu is one of the significant states in the country for sugarcane cultivation and sugar production. The Sugar Industry in Tamil Nadu is an important agro-based industry next to textile industry. It plays a major role in the economic development of rural areas in Tamil Nadu. The Sugar Industry generates large-scale direct employment, apart from providing indirect employment to thousands of persons in rural areas who are involved in cultivation, harvesting, transport of cane and other services. There are 38 sugar mills in this State of which 16 are in Coop. Sector, 3 are in Public Sector and 19 are in Private Sector. The Department of Sugar was formed in the year 1969, in order to devote special attention to the development of sugarcane and to regulate and oversee the establishment of sugar mills in the Co-operative and Private sector.

The Director of Sugar is the Head of the Department for regulating and coordinating the various functions relating to the sugar mills in the State. All the powers of the Registrar of Cooperative Societies under the Tamil Nadu Cooperative Societies Act are vested with the Director of Sugar. The Director of Sugar has been designated as Cane Commissioner and has to enforce the provisions of Sugarcane Control Order, 1966 and Tamil Nadu Sugar Factories Control Act, 1949. As the main functions of this Department are limited to supervision and co-ordination of the working of the Cooperative and Public Sector Sugar Mills in the State, this Department has no direct contact with the public.

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Detail of Sugar Industries in Tamil Nadu

Sl.No	Industry Name	Category/ Classification	Name of the Consented Product	Quantity with Unit
1	Perambalur Sugar Mills Ltd.	Red Large	Commercial White Sugar	7500 Tonnes/month

2	The Dharmapuri District Co-Operative Sugar Mills Ltd.	Red Large	Sugar	6300 Tonnes/m
3	Subramaniya Siva Co-Operative Sugar Mills Ltd.	Red Large	White Crystal Sugar	9000 T/M
4	Sakthi Sugars Limited (Unit-II)	Red Large	Sugar	12550 MT/Month
5	The Salem Co-Operative Sugar Mills Ltd	Red Large	White Sugar	7478 T/M
6	EID Parry (India) Limited	Red Large	Sugar	17280 Tone/ Month
7	Sakthi Sugars Ltd., (Sugar Division)	Red Large	Sugar	13200 T/Month
8	Sakthi Sugars Ltd Sugar Division	Red Large	Sugar	30000 Ton/Month
9	Rajshree Sugars & Chemicals Limited	Red Large	Sugar	17825 metric ton / month
10	Kallakurichi-I Co-Op. Sugars Mills Ltd.	Red Large	Molasses	2250 T/M
			Sugar	50000 Qualities Per Month
			Filter Cake	1000 T/M
11	Rajshree Sugars & Chemicals Limited, Unit – III, Sugar Division	Red Large	White Crystal Sugar	10500 MT/Month
12	Bannari Amman Sugars Limited (Sugar Division)	Red Large	White Crystal Sugar	15000 Tonnes / Month
13	Rajshree Sugars & Chemicals Limited (Sugar Division)	Red Large	White Crystal Sugar	275 T/Day
14	DhanalakshmiSrinivasasan Sugars Private Limited, (Sugar Plant)	Red Large	Sugar	10500 Tons/Month
			Molsses	4725 Tons/Month
			Filter Cake	4200 Tons/Month
			Bagasse	29400 Tons/Month
15	E.I.D.Parry (India) Limited, Sugar Division	Red Large	Sugar	15000 Tons/Month

16	Kothari Sugars and Chemicals Limited	Red Large	Sugar	9000 Tonnes/Month
17	Ponni Sugars (Erode) Limited	Red Large	White Crystal Sugar	16500 T/M
			Final Molasses	7500 T/Month
			Press Mud	7125 T/Month
			Bagasse	42750 T/Month
18	Bannari Amman Sugars Limited (Sugar Division)	Red Large	White Crystal Sugar	15000 MT/Month
19	Kallakurichi-II Co-Op Sugar Mills Ltd	Red Large	Sugar	7500 MT/Month
20	Bannari Amman Sugars Limited Previously Known As: Madras Sugars Limited (Sugar Division)	Red Large	Sugar	10800 T/M
21	Kothari Sugars and Chemicals Limited	Red Large	Sugar	12000 Tons/Month
22	Tiruthani Co-Op. Sugars Mill Ltd.	Red Large	White Sugar	6000 T/M
23	The Amaravathi Co-Operative Sugar Mills Limited – Sugar Division	Red Large	Sugar	4815 Tons/Month
			Molasses	2157 Tons/Month
24	Ambur Co-Operative Sugar Mills Ltd	Red Large	Plantation White Sugar	100 Ton/Day
			Molasses	65 Ton/Day
			Baggese	420 Ton/Day
			Press Mud	45 Ton/Day
25	The Vellore Co-Operative Sugar Mills Ltd	Red Large	Cane Sugar	7500 T/Month
			Final Molasses	3375 T/Month
			Press Mud	2625 T/Month
26	The Maduranthakam Co-Operative Sugar Mills Ltd	Red Large	White Sugar	200 T/Day
27	Arignar Anna Sugar Mill	Red Large	Sugar	7000 T/M

			Baggese	24000 T/M
			Filter Cake	2000 T/M
			Molasses	3200 T/M
28	Tirupattur Co-Operative Sugar Mills Ltd	Red Large	White Sugar	3500 T/Month
			Molasses	1200 T/Month
			Baggese	10000 T/M
			Press Mud	900 T/Month
29	The National Co-Operative Sugar Mills Ltd	Red Large	White Sugar	7750 MT/Month
30	M/S Dharani Sugars and Chemicals Limited (Sugar Division)	Red Large	Sugar	250 MT/Days
31	Dharani Sugars and Chemicals Limited., Unit - II (Sugar Division)	Red Large	White Sugar	7500 Tonnes/Month
32	Dharani Sugars and Chemicals Limited., Unit – III (Sugar Division)	Red Large	Refined Crystal Sugar	10500 MT/Month
33	Chengalrayan Co-Operative Sugar Mills Limited	Red Large	Sugar	9000 T/M
34	M R Krishnamoorthy Co-Operative Sugar Mills Ltd	Red Large	Sugar	9000 Tones/Month
			Molasses	6000 Tones/Month
			Bagasse	26000 Tones/Month
			Filter Cake	2250 Tones/Month
35	M/S E.I.D Parry (India) Limited (Sugar Division)	Red Large	Sugar	7000 Mt/Month
36	NPKRR Co-Operative Sugar Mills Ltd	Red Large	Sugar	10500 T/Month
			Filter Cake	4500 T/Month
			Molasses	3000 T/M
			Bagasse	30000 T/M

Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

TAMIL NADU CO-OPERATIVE SUGAR FEDERATION

Tamil Nadu Co-op. Sugar Federation Ltd. started functioning from 30.05.1962 as an Apex Organization of the Co-operative Factories. It has a membership of 17 Co-operative and 3 Public Sector Sugar Mills. The Additional Registrar of Co-operative Societies / Special Officer is the Chief Executive of the Tamil Nadu Co-op. Sugar Federation Ltd. and is appointed by Government of Tamil Nadu. The Tamil Nadu Co-op. Sugar Federation Ltd. is functioning under the control of the Commissioner of Sugar.

TAMIL NADU SUGAR CORPORATION LTD.,

Tamil Nadu Sugar Corporation Limited a Government of Tamil Nadu Undertaking was incorporated in the year 1974 with the main objective of setting up of Sugar Mills in Public Sector, in the State of Tamil Nadu. Two Sugar Mills viz. Arignar Anna Sugar Mills, Kurungulam, Thanjavur District and Madura Sugars, Pandiarajapuram, Madurai istrict are functioning under the Corporation. Subsequently, Perambalur Sugar Mills Ltd., was established as the subsidiary Company of TASCO Ltd., in the year 1976. Perambalur Sugar Mills Ltd., established a Sugar Mill at Eraiyur, Perambalur District. The Registered Office of Tamil Nadu Sugar Corporation Limited and Perambalur Sugar Mills Ltd. are situated at Chennai. Tamil Nadu Sugar Corporation Limited and Perambalur Sugar Mills Ltd. are governed by the Board of Directors nominated by the State Government.

Tamil Nadu Co-operative Sugar Federation started functioning from 30-5-1962 as an Apex Organisation of the Cooperative Sugar Factories. It has a membership of 17 Cooperative and 3 Public Sector Sugar Mills. The Federation is now managed by a Special Officer in the rank of Additional Registrar of Cooperative Societies. The Federation finalises rate contract for purchase of bulk materials viz. Gunny, Chemicals, Fertilizer and Pesticides and Lubricants. It also undertakes sale of Sugar, Molasses, Bagassee and Alcohol on behalf of Cooperative and Public Sector Sugar Mills. For the above activities, subscription is collected from the member mills prorate to the sugar production.

Table No - 13

Employed Un skilled, Semi skilled, Highly skilled

Sl.No	Name of the Sugar Mills	Unskilled employees as on		Semi skilled employees as on		Skilled 'B' employees as on		Skilled A employees as on		Highly skilled employees as on	
		1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10
1	Ambur	100	62	26	24	16	17	7	4	12	11
2	Amaravathi	62	57	89	78	26	21	8	7	7	6
3	KK-I	140	113	66	49	30	11	4	5	6	5

4	Dharmapur i	145	110	115	86	53	30	6	11	17	5
5	Vellore	111	101	113	93	35	30	6	4	23	19
6	Tirupattur	130	114	87	74	42	29	9	9	13	10
7	Chengalray an	129	119	119	104	79	77	13	13	6	6
8	Tiruttani	79	74	67	63	43	35	11	11	6	15
9	M.R.K	94	99	106	86	48	56	14	4	11	15
10	Cheyvar	59	54	71	66	57	60	11	11	16	16
11	S.Siva	70	66	68	56	51	58	3	4	16	19
12	Salem	141	83	22	5	14	6	4	3	7	0
13	National	116	105	77	50	29	19	19	9	4	1
14	NPKRR	142	13	135	133	53	50	12	9	7	5
15	KK-2	19	21	12	12	28	28	8	8	6	6
16	A. Anna	116	88	74	48	45	42	17	9	6	12
17	Perambalur	106	68	92	70	53	43	11	5	9	13
	Total	1759	1347	1339	1097	702	612	163	126	172	164

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no: 1 shows that, In Ambur sugar mills, there are 62 unskilled employees, 24 semi skilled employees, 17 skilled B employees, 4 skilled A employees, and 11 High skilled employees, In Amaravathi sugar mills, there are 57 unskilled employees, 78 semi skilled employees, 21 skilled B employees, 7 skilled A employees, and 6 High skilled employees, In Kallakurichi-I sugar mills, there are 113 unskilled employees, 49 semi skilled employees, 11 skilled B employees, 5 skilled A employees, and 5 High skilled employees, In Dharmapuri sugar mills, there are 110 unskilled employees, 86 semi skilled employees, 30 skilled B employees, 11 skilled A employees, and 5 High skilled employees, In Vellore sugar mills, there are 101 unskilled employees, 93 semi skilled employees, 30 skilled B employees, 4 skilled A employees, and 19 High skilled employees, In Tirupattur sugar mills, there are 114 unskilled employees, 74 semi skilled employees, 29 skilled B employees, 9 skilled A employees, and 10 High skilled employees, In Chengalrayan sugar mills, there are 119 unskilled employees, 104 semi skilled employees, 77 skilled B employees, 13 skilled A employees, and 6 High skilled employees, In Tiruttani sugar mills, there are 74 unskilled employees, 63 semi skilled employees, 35 skilled B employees, 11 skilled A employees, and 15 High skilled employees, In M.R.K sugar mills, there are 99 unskilled employees, 86 semi skilled employees, 56 skilled B employees, 4 skilled A employees, and 15 High skilled employees, In Cheyvar sugar mills, there are 54 unskilled employees, 66 semi skilled employees, 60 skilled B employees, 11 skilled A employees, and 16 High skilled employees, In S.Siva sugar mills, there are 66 unskilled employees, 56 semi skilled employees, 58 skilled B employees, 4 skilled A employees, and 19 High skilled employees, In Salem sugar mills, there are 83 unskilled employees, 5 semi skilled employees, 6 skilled B employees, 3 skilled A employees, and 0 High skilled

employees, In National sugar mills, there are 105 unskilled employees, 50 semi skilled employees, 19 skilled B employees, 9 skilled A employees, and 1 High skilled employees, In NPKRR sugar mills, there are 13 unskilled employees, 133 semi skilled employees, 50 skilled B employees, 9 skilled A employees, and 5 High skilled employees, In Kallakurichi-II sugar mills, there are 21 unskilled employees, 12 semi skilled employees, 28 skilled B employees, 8 skilled A employees, and 6 High skilled employees, In Arignar Anna sugar mills, there are 88 unskilled employees, 48 semi skilled employees, 42 skilled B employees, 9 skilled A employees, and 12 High skilled employees, In Perambalur sugar mills, there are 68 unskilled employees, 70 semi skilled employees, 43 skilled B employees, 5 skilled A employees, and 13 High skilled employees.

Table No - 14

Clerical Employees

Sl.No	Name of the Sugar Mills	Clerical – IV employees as on		Clerical - III employees as on		Clerical – II employees as on		Clerical - I employees as on	
		1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10
1	Ambur	27	21	13	11	16	12	21	12
2	Amaravathi	44	35	36	29	1	1	2	1
3	KK-I	23	18	36	37	19	7	10	2
4	Dharmapuri	58	43	69	53	16	5	3	3
5	Vellore	58	45	87	78	1	0	4	3
6	Tirupattur	47	39	57	41	3	3	6	5
7	Chengalrayan	54	52	71	65	14	14	3	3
8	Tiruttani	24	27	85	69	0	0	1	3
9	M.R.K	71	42	67	64	11	10	2	2
10	Cheyar	17	19	89	76	8	8	2	3
11	S.Siva	13	12	77	77	5	5	4	4
12	Salem	19	13	41	32	4	3	4	3
13	National	20	18	65	37	5	2	2	0
14	NPKRR	34	31	83	73	2	2	5	5
15	KK-2	26	24	42	39	1	1	0	0
16	A. Anna	66	53	65	55	3	2	7	9
17	Perambalur	55	48	69	60	3	2	5	5
	Total	656	540	1052	896	112	77	81	63

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no: 2 shows that, In Ambur sugar mills, there are 21 clerical – IV employees, 11 clerical – III employees, 12 clerical – II employees, 12 clerical – I employees, In Amaravathi sugar mills, there are 35 Clerical – IV employees, 29 clerical – III employees, 12 clerical – II employees, 1 clerical – I employees, In Kallakurichi – I sugar mills, there are 18 clerical – IV employees, 37

clerical – III employees, 7 clerical – II employees, 2 clerical – I employees, In Dharmapuri sugar mills, there are 43 clerical – IV employees, 53 clerical – III employees, 5 clerical – II employees, 3 clerical – I employees, In Vellore sugar mills, there are 45 clerical – IV employees, 78 clerical – III employees, 0 clerical – II employees, 3 clerical – I employees, In Tirupattur sugar mills, there are 27 clerical – IV employees, 69 clerical – III employees, 0 clerical – II employees, 3 clerical – I employees, In Chengalrayan sugar mills, there are 52 clerical – IV employees, 65 clerical – III employees, 14 clerical – II employees, 3 clerical – I employees, In Tiruttani sugar mills, there are 27 clerical – IV employees, 69 clerical – III employees, 0 clerical – II employees, 3 clerical – I employees, In M.R.K sugar mills, there are 42 clerical – IV employees, 64 clerical – III employees, 10 clerical – II employees, 2 clerical – I employees, In Cheyyar sugar mills, there are 19 clerical – IV employees, 76 clerical – III employees, 8 clerical – II employees, 3 clerical – I employees, In S.Siva sugar mills, there are 12 clerical – IV employees, 77 clerical – III employees, 5 clerical – II employees, 4 clerical – I employees, In Salem sugar mills, there are 13 clerical – IV employees, 32 clerical – III employees, 3 clerical – II employees, 3 clerical – I employees, In National sugar mills, there are 18 clerical – IV employees, 37 clerical – III employees, 2 clerical – II employees, 0 clerical – I employees, In NPKRR sugar mills, there are 31 clerical – IV employees, 73 clerical – III employees, 2 clerical – II employees, 5 clerical – I employees, In Kallakurichi-II sugar mills, there are 24 clerical – IV employees, 39 clerical – III employees, 1 clerical – II employees, 0 clerical – I employees, In ArignarAnnar sugar mills, there are 53 clerical – IV employees, 55 clerical – III employees, 2 clerical – II employees, 5 clerical – I employees, In Perambalur sugar mills, there are 48 clerical – IV employees, 60 clerical – III employees, 2 clerical – II employees, 5 clerical – I employees.

Table No - 15
Supervising Employees

Sl.No	Name of the Sugar Mills	Sup. C employees as		Sup. B employees as		Sup. A employees as	
		on 1.4.08	on 1.9.10	on 1.4.08	on 1.9.10	on 1.4.08	on 1.9.10
1	Ambur	13	10	0	0	0	0
2	Amaravathi	8	6	1	1	1	1
3	KK-I	33	36	0	0	0	0
4	Dharmapuri	18	17	1	1	1	1
5	Vellore	22	21	1	2	0	1
6	Tirupattur	15	15	1	1	1	0
7	Chengalrayan	27	29	1	2	0	0
8	Tiruttani	17	16	0	0	0	1
9	M.R.K	8	21	0	2	0	1
10	Cheyyar	15	20	1	2	1	1
11	S.Siva	26	26	2	2	1	0

12	Salem	13	11	0	0	0	0
13	National	9	8	4	1	0	0
14	NPKRR	13	12	3	2	0	0
15	KK-2	24	20	1	1	0	0
16	A. Anna	14	15	3	1	0	0
17	Perambalur	21	18	2	2	0	0
	Total	296	301	21	20	5	6

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no: 3 shows that, In Ambur sugar mills, there are 10 sup. C employees, 0 sup. B employees, 0 sup. A employees, In Amaravathi sugar mills, there are 6 sup. C employees, 1 sup. B employees, 1 sup. A employees, In Kallakurichi-I sugar mills, there are 36 sup. C Employees, 0 sup. B employees, 0 sup. A employees, In Dharmapuri sugar mills, there are 17 sup. C Employees, 1 sup. B employees, 1 sup. A employees, In Vellore sugar mills, there are 21 sup. C Employees, 2 sup. B employees, 1 sup. A employees, In Tiruppattur sugar mills, there are 15 sup. C employees, 1 sup. B employees, 0 sup. A employees, In Chengalrayan sugar mills, there are 29 sup. C employees, 2 sup. B employees, 0 sup. A employees, In Tiruttani sugar mills, there are 16 sup. C employees, 0 sup. B employees, 1 sup. A employees, In M.R.K sugar mills, there are 21 sup. C Employees, 2 sup. B employees, 1 sup. A employees, In Cheyyar sugar mills, there are 20 sup. C Employees, 2 sup. B employees, 1 sup. A employees, In S.Siva sugar mills, there are 26 sup. C Employees, 2 sup. B employees, 0 sup. A employees, In Salem sugar mills, there are 11 sup. C employees, 0 sup. B employees, 0 sup. A employees, In National sugar mills, there are 8 sup. C employees, 1 sup. B employees, 0 sup. A employees, In NPKRR sugar mills, there are 12 sup. C Employees, 2 sup. B employees, 0 sup. A employees, In Kallakurichi-II sugar mills, there are 20 sup. C employees, 1 sup. B employees, 0 sup. A employees, In Arignar Anna sugar mills, there are 15 sup. C Employees, 1 sup. B employees, 0 sup. A employees, In Perambalur sugar mills, there are 18 sup. C Employees, 2 sup. B employees, 0 sup. A employees,

Table No - 16

Working in Cooperative and Public Sector Sugar Mills

Sl.No	Name of the Sugar Mills	NMRs recruited through Employment Exchange employees as on		NMRs recruited without reference to Employment Exchange employees as on		Casual Labourers employees as on		Farm Labourers employees as on	
		1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10	1.4.08	1.9.10
1	Ambur	42	41	211	178	6	6	0	5

2	Amaravathi	123	121	33	33	0	0	13	13
3	KK-I	139	137	15	14	190	214	14	22
4	Dharmapuri	169	154	0	0	123	117	43	43
5	Vellore	113	100	9	8	0	0	86	60
6	Tirupattur	88	88	94	86	0	0	0	0
7	Chengalrayan	158	158	0	0	43	33	35	25
8	Tiruttani	80	80	195	188	0	0	40	43
9	M.R.K	0	0	169	167	0	0	0	0
10	Cheyyar	0	0	0	0	230	203	40	40
11	S.Siva	0	0	0	0	145	144	7	19
12	Salem	158	154	22	22	115	135	5	5
13	National	109	104	16	14	0	0	19	18
14	NPKRR	54	42	0	0	0	0	19	15
15	KK-2	0	0	6	4	83	81	8	8
16	A. Anna	122	120	0	0	0	0	32	28
17	Perambalur	110	106	41	37	21	38	18	15
	Total	1465	1405	811	751	956	971	379	359

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no: 4 shows that, In Ambur sugar mills, there are 41 NMRs recruited through employment exchange employees, 178 NMRs recruited without reference to employment exchange employees, 6 casual labourers employees, 5 farm labourers employees, In Amaravathi sugar mills, there are 121 NMRs recruited through employment exchange employees, 33 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 13 farm labourers employees, In Kallakurichi-I sugar mills, there are 137 NMRs recruited through employment exchange employees, 14 NMRs recruited without reference to employment exchange employees, 216 casual labourers employees, 22 farm labourers employees, In Dharmapuri sugar mills, there are 154 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 117 casual labourers employees, 43 farm labourers employees, In Vellore sugar mills, there are 100 NMRs recruited through employment exchange employees, 8 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 60 farm labourers employees, In Tirupattur sugar mills, there are 88 NMRs recruited through employment exchange employees, 86 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 0 farm labourers employees, In Chengalrayan sugar mills, there are 158 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 33 casual labourers employees, 25 farm labourers employees, In Tiruttani sugar mills, there are 80 NMRs recruited through employment exchange employees, 188 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 43 farm labourers employees, In M.R.K sugar mills, there are 0 NMRs recruited through employment exchange employees, 167

NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 0 farm labourers employees, In Cheyyar sugar mills, there are 0 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 203 casual labourers employees, 40 farm labourers employees, In S.Siva sugar mills, there are 0 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 144 casual labourers employees, 19 farm labourers employees, In Salem sugar mills, there are 154 NMRs recruited through employment exchange employees, 22 NMRs recruited without reference to employment exchange employees, 135 casual labourers employees, 5 farm labourers employees, In National sugar mills, there are 104 NMRs recruited through employment exchange employees, 14 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 18 farm labourers employees, In NPKRR sugar mills, there are 42 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 15 farm labourers employees, In Kallakurichi-II sugar mills, there are 0 NMRs recruited through employment exchange employees, 4 NMRs recruited without reference to employment exchange employees, 81 casual labourers employees, 8 farm labourers employees, In Arignar Anna sugar mills, there are 120 NMRs recruited through employment exchange employees, 0 NMRs recruited without reference to employment exchange employees, 0 casual labourers employees, 28 farm labourers employees, In Perambalur sugar mills, there are 106 NMRs recruited through employment exchange employees, 37 NMRs recruited without reference to employment exchange employees, 38 casual labourers employees, 15 farm labourers employees.

Sl.No	Name of the Mills	NMRs recruited through Employment Exchange	NMRs recruited Not through Employment Exchange	Casual Labours	Farm Labours	Total
1	Ambur	41	178	6	5	230
2	Amaravathi	121	33	0	13	167
3	Kallakurichi-I	137	14	214	22	387
4	Dharmapuri	154	0	117	43	314
5	Vellore	100	8	0	60	168
6	Tirupattur	88	86	0	0	174
7	Chengalrayan	158	0	33	25	216
8	Tiruttani	80	188	0	43	311
9	MRK	0	167	0	0	167
10	Cheyyar	0	0	203	40	243
11	Subramania Siva	0	0	144	19	163
12	Salem	154	22	135	5	316

13	National	104	14	0	18	136
14	NPKRR	42	0	0	15	57
15	Kallakurich-II	0	4	81	8	93
16	Arignar Anna	120	0	0	28	148
17	Perambalur	106	37	38	15	196
	Total	1405	751	971	359	3486

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no: 5 shows that, In Ambur sugar mills, there are 41 NMRs recruited through employment exchange, 178 NMRs recruited not through employment exchange, 6 casual labours, 5 farm labours, In Amaravathi sugar mills, there are 121 NMRs recruited through employment exchange, 33 NMRs recruited not through employment exchange, 0 casual labours, 13 farm labours, In Kallakurich-I sugar mills, there are 137 NMRs recruited through employment exchange, 14 NMRs recruited not through employment exchange, 214 casual labours, 22 farm labours, In Dharmapuri sugar mills, there are 154 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 117 casual labours, 43 farm labours, In Vellore sugar mills, there are 100 NMRs recruited through employment exchange, 8 NMRs recruited not through employment exchange, 0 casual labours, 60 farm labours, In Tirupattur sugar mills, there are 88 NMRs recruited through employment exchange, 86 NMRs recruited not through employment exchange, 0 casual labours, 0 farm labours, In Chengalrayan sugar mills, there are 158 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 33 casual labours, 25 farm labours, In Tiruttani sugar mills, there are 80 NMRs recruited through employment exchange, 188 NMRs recruited not through employment exchange, 0 casual labours, 43 farm labours, In M.R.K sugar mills, there are 0 NMRs recruited through employment exchange, 167 NMRs recruited not through employment exchange, 0 casual labours, 0 farm labours, In Cheyyar sugar mills, there are 0 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 203 casual labours, 40 farm labours, In Subramania Siva sugar mills, there are 0 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 144 casual labours, 19 farm labours, In Salem sugar mills, there are 154 NMRs recruited through employment exchange, 22 NMRs recruited not through employment exchange, 135 casual labours, 5 farm labours, In National sugar mills, there are 104 NMRs recruited through employment exchange, 14 NMRs recruited not through employment exchange, 0 casual labours, 18 farm labours, In NPKRR sugar mills, there are 42 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 0 casual labours, 15 farm labours, In Kallakurichi-II sugar mills, there are 0 NMRs recruited through employment exchange, 4 NMRs recruited not through employment exchange, 81 casual labours, 8 farm labours, In Arignar Anna sugar mills, there are 120 NMRs recruited through employment exchange, 0 NMRs recruited not through employment exchange, 0 casual labours, 28 farm labours, In Perambalur sugar mills, there are 106 NMRs recruited through

employment exchange, 37 NMRs recruited not through employment exchange, 38 casual labours, 15 farm labours.

Table No – 18

NMR Labours in sugar mills

Sl.No	Name of the Mills	NMRs recruited through Employment Exchange	NMRs recruited Without reference to Employment Exchange	Casual Labourers	Farm Labourers	Total
1	Ambur	42	211	6	0	259
2	Amaravathi	123	33	0	13	169
3	Kallakurichi-I	139	15	190	14	358
4	Dharmapuri	169	0	123	43	335
5	Vellore	113	9	0	86	208
6	Tirupattur	88	94	0	0	182
7	Chengalrayan	158	0	43	35	236
8	Tiruttani	80	195	0	40	315
9	MRK	0	169	0	0	169
10	Cheyyar	0	0	230	40	270
11	Subramania Siva	0	0	145	7	152
12	Salem	158	22	115	5	300
13	National	109	16	0	19	144
14	NPKRR	54	0	0	19	73
15	Kallakurich-II	0	6	83	8	97
16	Arignar Anna	122	0	0	32	154
17	Perambalur	110	41	21	18	190
	Total	1465	811	956	379	3611

Source: Source: <https://tnpcb.gov.in/pdf/17Category/SugarUnit.pdf>

Table no:6 shows that, In Ambur sugar mills, there are 42 NMRs recruited through employment exchange, 211 NMRs recruited without reference to employment exchange, 6 casual labourers, 0 farm labourers, In Amaravathi sugar mills, there are 123 NMRs recruited through employment exchange, 33 NMRs recruited without reference to employment exchange, 0 casual labourers, 13 farm labourers, In Kallakurichi –I sugar mills, there are 139 NMRs recruited through employment exchange, 15 NMRs recruited without reference to employment exchange, 190 casual labourers, 14 farm labourers, In Dharmapuri sugar mills, there are 169 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 123 casual labourers, 43 farm labourers, In Vellore sugar mills, there are 113 NMRs recruited through

employment exchange, 9 NMRs recruited without reference to employment exchange, 0 casual labourers, 86 farm labourers, In Tirupattur sugar mills, there are 88 NMRs recruited through employment exchange, 94 NMRs recruited without reference to employment exchange, 0 casual labourers, 0 farm labourers, In Chengalrayan sugar mills, there are 158 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 43 casual labourers, 35 farm labourers, In Tiruttani sugar mills, there are 80 NMRs recruited through employment exchange, 195 NMRs recruited without reference to employment exchange, 0 casual labourers, 40 farm labourers, In M.R.K sugar mills, there are 0 NMRs recruited through employment exchange, 169 NMRs recruited without reference to employment exchange, 0 casual labourers, 0 farm labourers, In Cheyyar sugar mills, there are 0 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 230 casual labourers, 40 farm labourers, In Subramania Siva sugar mills, there are 0 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 145 casual labourers, 7 farm labourers, In Salem sugar mills, there are 158 NMRs recruited through employment exchange, 22 NMRs recruited without reference to employment exchange, 115 casual labourers, 5 farm labourers, In National sugar mills, there are 109 NMRs recruited through employment exchange, 16 NMRs recruited without reference to employment exchange, 0 casual labourers, 19 farm labourers, In NPKRR sugar mills, there are 54 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 0 casual labourers, 19 farm labourers, In Kallakurichi-II sugar mills, there are 0 NMRs recruited through employment exchange, 6 NMRs recruited without reference to employment exchange, 83 casual labourers, 8 farm labourers, In Arignar Anna sugar mills, there are 122 NMRs recruited through employment exchange, 0 NMRs recruited without reference to employment exchange, 0 casual labourers, 32 farm labourers, In Perambalur sugar mills, there are 110 NMRs recruited through employment exchange, 41 NMRs recruited without reference to employment exchange, 21 casual labourers, 18 farm labourers.

CONCLUSION

Sugar mills in Tamil Nadu are highly labour intensive with huge employment opportunities to unskilled, semi-skilled and skilled employees. Most of the government owned cooperative sugar mills are facing problems like labour raw material and affordable prices. Whereas private, corporate sugar mills is function successfully with significant profit margin. This chapter discussed cane crush, infamous cane and sugar production, high prices of sugarcane production, cane price fixed by government of India as SMF/FRP, FRP of sugarcane Vs MSP of paddy and wheat, Average domestic sugar prices, cost of production Vs average ex-mills prices, sugarcane state wise Area, sugarcane state wise production, sugarcane state wise productivity, sugarcane major countries, India's export and import of sugar, detail of sugar industries in Tamil Nadu, employed un skilled, semi skilled, highly skilled, clerical employees, supervising employees, working in co-operative and public sector sugar mills and Labours in sugar mills.

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