

CHAPTER - VI

CONCLUSIONS & SUGGESTIONS

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6.1 INTRODUCTION :

In this Chapter an attempt is made by the researcher after taking a thorough review of the previous Chapters including data analysis, to draw the conclusions. In the light of the conclusions drawn and the various issues explored during the survey, the suggestions have been made with the sole objective of improving the efficiency of brick making industry as well as to minimise the problems faced by the brick making industry.

6.2 CONCLUSIONS :

1. 52.30 percent of the units are situated on the Raichur-Belgaum Road and 16.92 percent are situated in interiors of Gaddankeri village which have no good roads. Transportation of bricks from such Kilns during the rainy season is very difficult. In spite of such difficulties, the units are established in the interior because of the availability of suitable soil or water in sufficient quantities.

2. Majority of the units are concentrated on Raichur-Belgaum Road, Bijapur-Hubli Road. The main reason for such concentration is the availability of soil suitable for brick-making and the other infrastructure facilities in the above areas.

3. As indicated in table No.4.2, 84.07 percent of brick-making units are organised in the form of sole-trading concern.

4. Most of the units have come into existence during the year 1990-95 only. The development of brick making units gained momentum after the year 1984.

5. 61.53 percent of the units are established on rented land and 76.91 percent of the units are established on agriculture land.

6. The rate of literacy is very high among the owners of the brick making units i.e. 86.15 percent of the owners of brick-making units are literate.

7. More than 44 percent of the brick-manufacturers have entered brick-making business as self employment out of their own urge and desire.

8. Majority of the units have formal planning, manpower procurement plan and Raw-material procurement plan. 58.46 percent of the units have no long range plan. In 66.15 percent of the units there is no waste utilisation plan.

9. 87.69 percent, 72.30 percent and the 81.53 percent of the units have not received any capital subsidies, interest concessions and special concessions respectively.

10. 49.23 percent of the owners of brick making units devote their time in the range between 8 to 10 hours per day for the management of their business.

11. Majority of the units have employed work force between 20 to 30 workers.

12. Majority of the brick manufacturers i.e. 59.67 percent are not the members of Gaddankeri Nadu Ithanghi Utpadakars Sangh, Gaddankeri (R) and there is lack of unity among the members as regards to the fixation of prices for bricks and membership fees etc. From the last two years no meeting of the Association has been conducted.

13. Only 15 percent of the units have independent watchmen/supervisors.

14. More than 50 percent of the brick manufacturers are satisfied with their present brick-making business as against 13.84% dissatisfied ones.

15. More than 66 percent of the units have reported that they have availed financial assistance either from banks, state financial corporation and Khadi and Village Industries Board, Bijapur.

16. Finance appears to be a major constraint for the majority of the brick-making unit.

17. Majority of the brick manufacturers are in the clutches of the money lenders.

18. Majority of the owners at brick making units face an acute problem of shortage of working capital mainly because they are not given adequate credit by the banks and other financial institutions. The reason is lack of appropriate and adequate security.

19. Almost all the brick-making units are in need of additional finance to meet their seasonal needs.

20. One major problem for the financial institutions is the absence of fixed assets for sanctioning the loan.

21.. The Government (B.T.D.A.) in its efforts to solve the problem of soil required by the brick-making units has not been successful to the desired degree and there are many brick-making units which are virtually on the verge of constant decay. This is the most serious doubt about what will be the future role of brick-making industry in building up the economy of Bagalkot taluke and whether they will be able to survive.

22. Wells and borewells are main source of water for the brick manufacturers at the taluka.

23. There are many cases where workers have taken advance from one producer and thereafter started working with another producer for comparatively higher wages.

24. Majority of the units are adopting the combination of zero level as well one level channels for the marketing of their products.

25. Nearly 70% of the production of these units is sent to the markets outside the Bagalkot taluka (within Karnataka state).

26. The prices of brick soars during the rainy season due to the production stoppage.

27. Broken bricks also have good demand as they can be used for activities like coba work or R.C.C. roofing.

28. Sale of bricks is never advertised by the manufacturers.

29. None of the owner at brick-making has insured their business.

30. Only big manufacturers are having their own tractors which are used for carrying soil to the brick-making kilns and even some time for the transportation of finished bricks from the manufacturing site to the site of the purchasers.

31. The brick-making units have been using extensively the road transport for obtaining their raw-materials and movements of their products. It is found that majority of the units depend on hired vehicles.

32. Lime brusting in bricks is one of the production problem faced by the majority of the brick-making units.

33. Majority of units having an ROI between 15 to 20 per cent.

34. Majority of the workers are brick-lifters i.e. 36.95 percent. Here the proportion of the female children is high i.e. 20.65 percent.

35. Clay-ball making and brick-transporting work is usually done by female workers only.

36. Clay-mixing requires more physical strength and such operations are entrusted to the male workers only. Both male and female workers are used in the moulding operation. However majority of the brick moulder are males.

37. In our study the child labour constitutes 51.08 percent i.e. 21.19 percent male children and 28.89 percent female children respectively. Here the percentage of female children is high. 21.73 percent of the workers are males and 27.17 percent are females.

38. Except moulding and stacking of the bricks in the Kiln, the other activities involved in brick-making are extremely simple and can be managed by workers without experience. Some of the tasks are so simple that they can be carried out by the children. This is the reason for employment of children in large numbers in the brick making industry. Child labour is used for carrying the wet bricks for drying or for laying the bricks on open ground or for truning the bricks.

39. Female employment and incidence of child labour are also widespread in brick-making industry characterised by a higher degree of labour intensity.

40. The workers are mainly agricultural labourers. During the rainy season they are fully engaged in agricultural operations and during the remaining part of the year they work in

brick-making units. Thus, the brick-making units provide a good alternative source of livelihood to the landless agricultural labourers during the off-season.

41. The survey of brick-making units reveals that the proportion of hired labour significantly higher, when compared with family labour.

42. The sample data shows that 51.08 percent of the workers belong to age group falling between 5 year 15 years. It is thus clear that majority of the workers are child labour.

43. The proportion of Kannada speaking workers is noticeable i.e. 82.06 percent. Only 4.34 percent of the workers belong to Vadar Community speak their own Vadar language as their mother tongue.

44. A large proportion of the workers are illiterate.

45. Majority of the workers come to the place of work from a distance between 0-5 kms.

46. Majority of the workers come walking for their work. However some of them use public transport to attend their work.

47. Majority of the respondents (workers) have less than 5 years experience. The reason is that the brick-making industry provides intermittent employment a seasonal and casual nature.

48. To a large extent workers work in the agricultural fields during off season of brick-making as the majority of the workers are agricultural labourers.

49. The workers in brick-making industry are paid wages, according to time as well as piece rate basis. In all the places the payment of wages is weekly. In all the places the workers have to put in 8 to 10 hours work per day for all the days of week. These workers do not enjoy the right to weekly holiday with pay. The latrines and urnials are non-existing. During the peak production period where the owner wants to speed up the production, workers are asked to attend the work from 6 am to 6 pm. For 12 hours of work they are paid 1 1/2 days wages.

50. Majority of the workers do not save any money. It is seen that 41.30 percent of the workers are indebted below Rs.500/-.

51. Majority of the respondents get their treatment from the local private hospitals. The major reason for this is that the workers have lack of faith in the efficiency of treatment provided in the Government hospitals. Another reason is that they want to minimise the loss of their earnings by recovering as early as possible.

52. Majority of the workers i.e. 44.62 percent visit themselves to the brick-making units and enquire about the availability of work. 18.47 percent of the workers get the information from their native co-villagers and friends.

53. More than 53 percent of the workers like their present job as the brick-making units are near to their villages and they are getting more wages comparing to the wages paid for agriculture work. 64.28 percent of the workers like their present job because they do not have alternative job opportunity.

54. As regards the habits, it is clear that most of the workers drink tea regularly. Those addicted to pan and tobacco constituted around 19.56 percent.

6.3 SUGGESTIONS :

1. The brick manufacturers must give much more importance for their unity and if need be the Association has to decide a reasonable membership fees which can be paid by all the small and medium manufacturers. The Association may call periodical meetings atleast once in threeer-months to discuss the problems faced by the manufacturers. Other non-members must be taken into confidence and they must be informed with the advantages of being united. In this manner the Association should strive for increasing the number of members.

During the meetings care should be taken to solve the problems of majority of the members. Also the members should be motivated to put forther their views freely.

2. The loan amount should be revised upward in view of escalation in the input costs to sustain the growth of brick-making industry. The loan sanction procedures have to be simplified to avoid bureaucratic and administrative delays in the matter of timely credit.

3. The Government should set up a special instruction to eliminate middlemen and ensure the supply of good quality of coal ash at a reasonable price. It has to procure and distribute as and when required by these units.

4. Use of better moulds, proper cleaning of the soil by separating the unwanted hard stones and lime stones etc. and mixing coal ash in correct - proportions will definitely improve the quality of the brick produced.

5. The brick manufacturers should form a co-operative society, this society can provide financial assistance to the brick-making units. Even the co-operative society can purchase the coal-ash in large quantity directly from the factories by sending their own tender and supply coal ash to the members-manufacturers as and when required by them. The sole objective principle each one for all and all for each should be developed.

6. BTDA can consider the request of the association of the brick-manufacturers and can reserve and provide on lease atleast 100 acres of clayland for the excavation of clay by the brick-manufacturers.

7. The inspecting officials of State Govt. which are supposed to enforce the legal provisions are not free from faults. The inspecting officials are inadequate in number and are superficial in their locations. They are not sincere in measures to alleviate the adverse conditions of the workers in brick-making industry. It is observed that the statutory provisions are very wisely avoided by the employers of the brick-making units. They do not have any register of employment of men, women and children which makes it difficult for the labour inspector to identify total number of work force and children working below the prescribed age. A small note-book is maintained for the purpose of recording the attendance of workers. No details are maintained about even wage payment. The brick-manufacturers never take the signatures of the employees. The workers at kilns are strictly advised, not to give any information to any outsider of the brick-making unit. Also the concerned workers and children do not provide any evidence but run away from the place of enquiry because they fear that they may lose their employment if they give information to them. The workers and children are ignorant of the legal protection because of their illiteracy and social backwardness. It is therefore recommended that the Govt. should create a special cell in the inspectorate which shall look into the problems of only workers employed unorganised seasonal industries like brick-making.

8. Provision for fair wages should be made for the workers in the brick-making industry. We have already stated that the fixation of wage rate for different types of work in this industry appears to be traditional and mainly under the influence of the employers. Therefore it is suggested that the Govt. should appoint a wage fixation committee for the workers in brick-making industry.

9. The workers in the brick-making industry should be encouraged to organise trade unions at local and district levels. This will strengthen their collective bargaining power leading to better economic and social conditions.

10. Taking into consideration the present environment deterioration (i.e. air pollution), the state government should enforce upon the brick manufacturers to counter the damage by adopting the social forestry concept. The government should ask each of the brick manufacturer depending upon the size of his Kiln to plant certain number of trees and maintain them. In order to implement the social forestry concept waste lands in and around Bagalkot taluka need to be indentified. Later on with the assistance of the social forestry department the scheme should be implemented. Such a strategy would definitely pave its way to success and minimize the problem to a large extent if not eliminate it totally. In this regard the social forestry department should be assigned with the task of monitoring agency.

Similarly the state government should arrange some seminars and workshops in environmental health hazards and invite/ask the brick-manufacturers to attend such seminars/workshops/symposia. The objective for such activities should be to create an awareness, and interest in the minds of brick manufacturers and to encourage them impart their social responsibility towards the society.

11. During the survey, it was overtly observed that the procedure adopted for the manufacturing of bricks is much more primitive in nature. The operation performed at various stages are very crude and unscientific. Considering the technological developments occurring in all the fields, the brick manufacturers too should think of upgrading the method of brick manufacturing by adopting the maximum scientific approach at all levels of manufacturing operations. However, this approach in the immediate future would lead to some extra capital investment burden, but in the long run, due to the economies of scale and learning curve situation would lead to the minimization of cost and increase in profitability. Thus a certain percentage of increased profits should be passed on to the workers in the form of incentives, free gifts, or extra remuneration for having worked efficiently and given more output. Such a strategy would lead to a competitive situation among the workers to earn more money and each one would try to enhance his quantum of work to get more remunera-

tion. Thus a competitive environment can be created in this manner to achieve the dual objective of earning adequate profits vis-a-vis motivating the workers.

12. To highlight about the work environment, it was observed that, the workers, work in the most unhygienic conditions. If this situation continues, it would badly affect the health of the workers. For instance it was observed that the clay mixer was mixing the soil with bare nacked feet, the various mannual operations required in the brick manufacturing was performed with bare nacked hands and a host of such other activities. Considering the above facts the owners of the brick manufacturing, should try to use the maximum amount of safety devices. Such as issuing of the gum-boots to the clay mixer or supplying handgloves, air filters to wear on the nose to avoid inhailing of dust from coal ash etc. The supply of such safety devices would definitely make the worker to take pride in his job.

13. The reseracher is of the opinion that an earnest implementation of these suggestions with all sence of confidence, opimism, pragmatism, dynamism and dogged determination by all the owners and officials connected in one way or another with the problems of development of brick-making industry in Bagalkot taluka in particular, and at the district level in general will certainly rejuvenate and give a fresh base of life with more prosperity to the brick making industry in Bagalkot taluka.