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CHAPTER - V

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## CHAPTER - V

### PART A

#### SUMMARY OF FINDINGS, CONCLUSIONS & SUGGESTIONS

Any research work achieves its objectives when the researcher is able to draw findings and conclusions based on the data collected by him. In the previous Chapter the researcher has presented the analysis and interpretation of data collected from the primary sources. In this Chapter a summary of findings and conclusions drawn are given and they are outcome of the research undertaken.

These are related to the main theme and objective of study.

#### I. FINDINGS

1. Maximum respondents have found to be studied either upto primary and secondary level and there is no specific correlation found between age and education of respondents.
2. Maximum respondents are in the age range of 30-35 years and most of them earn between Rs. 3000 to 4000 per month.
3. There is no relation between the age and education and the earning capacity of respondents.
4. Most of the respondents are male and married
5. It is found that 60% of respondents are migrated from rural to urban area.

6. It is found that most of the respondents are staying near the Company premises.
7. However, the company has provided quarters only to limited persons.
8. All 100% respondents are fully aware about working hours and shifts, leave with wages and holidays provided by the Company irrespective of their educational level.
9. As regards to health facilities almost all respondents were aware about drinking water, toilets, first aid, medical aid facilities. However, majority of respondents were found to be unaware about dispensary and rest room facilities.
10. 100% respondents have shown satisfaction towards cleanliness and atmosphere of factory premises. However, majority of respondents have shown dissatisfaction about rest room facilities.
11. Irrespective of their educational level 100% respondents were aware about safety programme and safety committee in the factory.
12. 96% respondents were found to be aware about workers education and training programme in the Company.
13. 100% respondents are aware about canteen facility and they are also satisfied about cleanliness and quality of items provided in the canteen.

14. All the respondents are aware about co-operative society in the Company and all of them take advantage of loans advances and consumer credit facilities.
15. According to all respondents accident rate in the factory is low.

## II. CONCLUSIONS

The following conclusions are drawn by the researcher on the basis of his study.

1. The literacy level of the respondents is satisfactory.
2. The earning capacity of respondents is quite satisfactory.
3. There is no relation between age and education, education and income and age and income of the respondents as revealed by the study.
4. Migratory pattern is high among the respondents.
5. The percentage of women employees is very low due to the nature of the job in the Company.
6. The Company has provided all the statutory welfare measures in the areas of health, safety and welfare as required under the Factory Act 1948.

7. The awareness about welfare measures is found to be pretty high and satisfactory irrespective of age and educational level of respondents.
8. The respondents have shown satisfactory attitude towards cleanliness, safety and canteen facilities. However, they have shown apathy towards Dispensary and rest room facilities.
9. The workers' consciousness about safety and hygiene is found to be very high which shows that the Company has made attempts to educate them properly about the same.
10. A Company has provided very limited non-statutory facilities and they are housing and co-operative credit society.
11. Since most of the workers stay near the Company premises. There is no transportation problem faced by the workers.

PART B - I

OBSERVATIONS OF PROMINENT SOCIAL PERSONALITIES  
ON THE SUBJECT OF STUDY

As a part of his Research study the researcher had interviewed about 20 social personalities in the city of Solapur. These were as under -

Officers	4	(Two Welfare Officer, One Safety Officer and One Manager of Industrial Estate)
Trade Unionists	4	(One past President and three Office bearers)
Practicing Advocates	5	(Three men and Two women)
Corporators	4	(Two men and Two women)
Journalists	3	(Two Editors and one Manager)
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Total	20	
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The above people represented a cross section of the society and they were interviewed with a questionnaire to record their views on Labour Welfare and Industrial relations. Based on their responses the following observations are recorded.

1. Political leaders, Trade unionists, Social workers, Advocates and Press personnel should combine to solve the problem of industrial labour.

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2. Communism and socialism have no relevance in the present context of globalisation and its impact on economy. Only welfare oriented philosophy will work for the success of industry.

3. The Factories Act 1948 need to be amended for more effective implementation of Welfare measures in industry.

4. The provisions of statutory welfare measures like canteen, industrial health and safety and prevention of accidents are very much related to the well being of employees and help to promote productivity of labour.

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5. The provisions of Industrial Disputes Act 1947, are still very useful. However, the amendments are required to establish the principle of one Union for one industry.

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6. The employers must try to provide maximum non-statutory welfare measures to their employees to ameliorate the social, economic and cultural standards of their lives.

7. The industrial units like the Laxmi Vishnu Mills and Narsinggirji Mills in Solapur are getting sick due to mismanagement by employer, high absenteeism and low productivity of workers, political interference in trade unions, vagabond leadership of labour. High labour cost due to lack of proper rationalisation in production and high indiscipline among workers.

8. The Labour Management frictions at shop floor can be reduced by proper implementation of legal stipulations like Standing Orders, Workers' and Supervisors' training, equal pay for equal work, healthy personnel practices of transfer, promotion and appraisal of employees, effective grievance handling, promotion of healthy relationships through workers' participation in Management and constructive collective bargaining process.

9. Existence of a strong trade union as a powerful bargaining agent is a must for industrial peace, productivity and profitability of industry.

10. The governmental machinery should be active and be strengthened to properly implement the various provisions of labour laws in order to protect the rights and privileges of labour.

The above observations are certainly positive revelations in the interest of both employees and employers who are regarded as the trustees of industry in the eyes of late Mahatma Gandhi. These observations of the prominent citizens also go to prove the fact that the labour welfare has to be accepted not as a philanthropy in Indian set up but as social and ethical responsibility of industry by those who manage it.



## PART - B - II

### OBSERVATIONS OF THE RESEARCHER AND SUGGESTIONS.

The researcher has already presented the findings of his research study based on the analysis and interpretation of the primary data collected for the study. However, as the student of Labour Welfare administration the researcher wishes to record his observations as a professional social worker. These observations are as under :

1. The Organization under study has taken utmost care to implement the statutory legal provisions of labour welfare facilities. However, there appeared to be a more legalistic approach rather than a true welfare oriented approach in doing so on the part of employer.
2. There appeared to be apathy on the part of employer in not educating the employees properly about welfare measures. This is provided by the fact that majority of the employees were not aware about Dispensary provision and rest-rooms provided for them to have rest pauses and release of work fatigue.
3. The quantum of non-statutory welfare measures provided is found to be pretty low. This needs to be enhanced to boost up morale of the employees and motivate them properly for higher productivity.

4. The extent of awareness about welfare measures and their utility on the part of employees is found to be quite high irrespective of their age and educational level. This goes to show that the general awakening in the workers about their legal rights and privileges under the statutes has considerably increased.
5. The employees have generally shown a satisfactory attitude towards the welfare facilities provided by the employer in the factory. It is, therefore, presumed that their well being is sufficiently taken care of.
6. The labour welfare does not necessarily mean the compliance of legal stipulations only. The employer must endeavor to improve the socio-economic well being of the employees. In order to achieve this a certain amount of non-statutory welfare measures must be provided by the Management. The researcher wishes to suggest the Management to introduce the following measures in the Organisation.
  - A) The recreation facilities provided in the factory like library, music, television, indoor and outdoor games release the fatigue of workers.
  - B) Social interaction with the workers increased through the activities like annual sports meets, celebration of festivals and conducting informative programmes in the interest of workers and their families.