

CHAPTER NO. 6

FINDINGS AND CONCLUSIONS

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I) FINDINGS :

- 1) It is found that the powerlooms being old and worn out often fail to work properly which causes loss to powerloom owners as well as the powerloom workers. Particularly the workers economic loss is never made up for.
- 2) Power shortage and breaking down of powerlooms result in stopping of production as such occasion the workers are not paid.
- 3) Too young boys were found among the powerloom workers.
- 4) It is observed that timely and enough medical help was not provided to the workers whenever minor accidents or injuries occurred. There is no specific provision of medical aids if any major accident takes place. It was also found that there was absence of any security schemes for to ensure their health and life.
- 5) It was that the paysheet of the working force were not maintained properly complaints regarding this and forced resignation from the workers <sup>at</sup> of the time ~~to time~~ of their appointment were found in trade union office.
- 6) It is found that due to the feeling job awe and fear of likely termination of their services the workers were found not united.
- 7) The workers were found victims to bad habits like

drinking wine, smoking tobacco cheating, Mataka etc. gambling games.

8. The amenities were not provided to workers such as house rent allowance, recreational activities and monetary incentives such as Bonus, Pension and employees Insurance scheme etc.
9. It was found that the workers were living in slums where many in convenience were found.
10. In city of Ichalkaranji mainly two classes were found the industrialists and works. It is observed that many middle class people go up and down the city for their services.
11. The workers were found suppressed due to poor wages and increasing dearness. *prices / cost of living*
12. It was found that the nature of the workers services was temporary and it largely depended on their mutual relations between the workers and owners.
13. No training facilities were found for the workers in order to enable them to be skilled. They had to largely depend on other skilled workers for the same.
14. The minimum wage policy adopted in 1971 has not yet been implemented . In spite of the Governments resolution of 1st August 1984 regarding the revised pay scales for the powerloom workers in accordance with minimum wage policy the powerloom owners did not benefit their workers of the same.

- 15) Most of the powerlooms are owned by the private owners. And among them more than 70% owners are having 5 to 20 powerlooms.
- 16) Due to trade cycles the workers have to suffer more,
- 17) The most of powerloom workers come regularly to the place of work by bicycle many of them are village artisans and farmers living on unirregated land. These workers come for work only when the hargest is over.
- 18) Due to adequate wages the standard of living is found low.
- 19) There was no much scope for promotion to the workers. Rarely some skilled workers were found promoted to the post of a jobber.

II) SUGGESTIONS :

- 1) Powerloom workers should be given security of their services
- 2) The facility of apprenticeship should be provided for the newly appointed workers on local level.
- 3) Centre for the powerloom industry should be formed. It should run the degree/Diploma Courses in various skills required for different process in powerloom industry.
- 4) The workers should be provided medical services at nominal charges.
- 5) A T.B. Clinic should be run for the workers in powerloom industry.
- 6) A femal workers should not be made to work during the night shift.
- 7) No too young children be appointed for powerloom work.
- 8) The powerloom weavers Association and powerloom workers unions should take initiative in forming Housing societies for workers. They should seek the help & co-operative from the local municipality for the same
- 9) The Primary & Secondary schools should be started for their children near their colonies.
- 10) The social clubs and the organisation devoted to social work like ' SAMAJWADI PRABODHINI ' should

- 10) help the workers to get rid of their blind beliefs bad habits such as drunkenness Gambling games, smoking etc. At the same time these organisations should try to root out communal differences among them and to emphasise the significance of family planning. An attempt should be made to bring about class based unity irrespective of their caste, religion cult.
- 11) An institution should be established to remove the monopoly of the Pedhiwalas and to provide yarn, financial assistance, sales services and to facilitate the selling functions <sup>on</sup> a co-operative basis.
- 12) The ~~conversion~~<sup>v</sup> charges paid by the Pedhiwala to the powerloom owners should be increased considering just wages of the workers. To achieve this workers Powerloom owners and Pedhiwalas should come together to discuss the problems encountered.
- 13) Old and out of date powerlooms should be replaced by modern and upto date machine.
- 14) To avoid the loss caused by frequent power shortage a power generator is to be provided by the powerloom owners having at least five powerloom. S-
- 15) Attempt should be made to bring about harmony and mutual understanding among the P.L. owners & the workers on Union level.

III) SUMMING UP :

The number powerlooms in Ichalkaranji has been increasing rapidly in the last few decades. The rapid growth of the sector during the past three decades has helped to achieve many Socio economic goals of our planning. Powerloom industry has given to some extent self employment profession to the literate as well illiterate unemployed persons. Educated unemployed persons having less capital and trained can provides opportunity of self reliance.

The rules & regulations framed by the Government so as to regulate the smooth functioning if these rules are implemented strictly there will co-relation and improvement in between the employer & employee. This will also improve the economic condition of a worker which makes the benefit of the owner to get production at large scale. So as to get maximum facilities and exemption for the Government Powerloom owners and workers should come together on equal footing.

Capitalist economy creates number of problems like unemployment, poverty, Starvation, economical indifferences & Trade cycles etc. But the powerloom industry has provided number <sup>OF</sup> service opportunities in Small Scale. Therefore the powerloom sector has got mush importance in our economy.

Especially in a developing country like India decentralised powerloom sector and ancilliary processing units plays very important role in the field of industrial development.

Ichalkaranji city is called as Manchester of Maharashtra which is quite worthy. But so far the powerloom owners and workers unless they create proper co-ordination and mutual understanding until there will be agitations, bandh, Morcha, Lockouts etc. and this is ~~is~~ harmful to a society.

✓ Mahatma Gandhi believed in the upliftment of villages and the socialistic pattern of society. To get it realised there is a need of mutual understanding and co-operation for harmonious relations between employer & employees. The city of Ichalkaranji has realised it its fullest.