

# CHAPTER VI

# ***CONCLUSION***

## CHAPTER - VI

The following conclusions have been drawn by the researcher based on the study:-

1. It is concluded that most of the employees are educated and Literate so that education standard is satisfactory.
2. It is found that 80% of the respondents are below the age group of 40.
3. It is concluded that 80% of the respondents are less than 15 years of service.
4. It is found that maximum number of employees are having good health,so it can be concluded that employer is giving good attention to their health and safety.
5. The employees in the Mill are comparatively paid better than the other Mills.
6. It is found that employees are very happy and satisfied in their organisation.

Further the researcher is concluded this study with the following suggestions.

Since social security and social welfare/social assistance can be closely related some discretion is exercised in arriving at the amount or type of award to be made. Shri Shahu Chhatrapati Mills has Social assistance approach to social security which not only indirectly strengthen as saving during his service period but also improve the quality of life of an employee in Shahu Mills. Here the quality of life represents the requirement of minimum standard of living. For a decent standard of living principally, in addition to food & clothing, Hygiene & Security as well as communication system are the part

and parcel. For food and clothing, generally, met from the earned salary/wages. But who cares about the other matters to keep up the family in decent standard of living? The aspects of hygiene and security are affected in long run, be self supporting. This good quality of life has some share in increasing productivity or achieving the organisation goal or vice-versa. In general, standard of living indicates strengthening the economic foundation of human well being.

The following are some of the important suggestions

1. Employees should be trained in an organised system to impart awareness and education about various industrial laws.
2. Wage structure should be reconstructed to improve the standard of living and to prevent migration.
3. The employer should see that all the eligible workers have to be covered for social security measures.
4. The benefits and facilities have to be given as per industrial laws only.
5. The workers have to make an organised attempt to obtain ESI benefits as per ESI Act.
6. The Industrial Law authorities should see that all industrial laws are implemented by employers in its true spirit.
7. The financial assistance by way of subsidised loans and Tax concession have to be given to the textile industries implementing the social security measures as specified by law.

In my preceding chapters it could be seen that social security measures directly in its letter and spirit only applies in case of Gratuity and Provident Fund as a part of security after retirement for maintaining decent retired life. Apart other expenses and family commitments during service period one needs to maintain the subsistence level for up keep of the individual of a society and as such these two benefits though as a matter of outcome of the rules and regulations and in line with the human rights and individual is protected by the various social assistance schemes of the Mills. Also, these are comparatively better than other Government, Private/multinational organisations.

It will be seen that the researcher does not limit himself to only Social Security Measures provided by Shahu Mills. To him it is the net effect that is vital. The one that ensure better life for the employees an exodus from the slum to planned and more comfortable good status but not last a shift from the courage of ignorance to a better life. This is the destination for tomorrow's world for all of us.