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**CHAPTER V**

**CONCLUSION & RECOMMENDATIONS**

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**CHAPTER - V****CONCLUSION AND RECOMMENDATIONS****5.1 CONCLUSIONS:-**

We conclude this work by emphsing some points from the present study. The main important purpose of this study was to find out the soico-economic plight of resturant employees migrated and working in resturants of Sangli City. To find out their economic condition a sample survey of resturant employees working in resturants in Sangli city was conducted. The resturant industry which is one of the important industry which provides instant work to unexperienced hand which has not received attentiiion from Govt. With view of achiving the specified objectives the entire investigation was carried out by the help of sample survey of through schedules/on the spot observation/informal discussions and analysis of the collected data. The migration of respondants (Employees) depends upon some pull factors rather than push factors.

Some families have their own land and remaining all are landless. The survey shows that the holding of land by familys is very low and its not

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sufficient to feed their own family. Those marginal farmers land is not irrigated and they entirely depend upon monsoon. Most of these respondents belong to socially and economically weaker sections of the society. The table regarding the frequency of visit of the respondents to their place of origin shows that as far as south kanra and North kanra districts are concerned 17 employees have visited their native once in year and 41 employees have visited their native once in two year and three respondents stated that they have no contact with their family. As far as Ratnagiri district is concerned it was found that out of 20 employees 20 employees have visited their native in every six months. While discussing with the employees only 4% employees shown interest to change their present job. It show that the type of work the perquisites they receive availability of food and tea at any time and shelter compells them to stay in this job. The respondents are mainly young out of 100 respondents only 14 respondents are found married. The 58 employees out of 100 selected employees are found in age group of 25 to 60 years, but sadly it was found that only fourteen employees are married this is due to the type of work. As its not

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possible to feed entire family in salary which they are getting and as they are in this job from childhood which makes them self sufficient so they don't want to depend upon any body thus they prefer not to marry. While discussing with respondents it was found that out of 100 sample employees 77 employees have visited the prostitutes out of 77 respondent 39 employees stated that they have regular contact with the prostitutes. When researcher asked about the fear of AIDS. It was found that they were completely unknown to this disease.

The 18% respondents found illiterate and the large proportion (71) respondents found educated upto 4th standard 12% respondents found educated upto 9th standard and 3% employees found educated upto H.S.C. It shows that awareness about the education in respondents is very low. In case of parents education the large praportion of respondents parents (80%)<sup>More illiterate.</sup> It observed that the labour turnover is quite high in resturant industry. It was found that 70% of respondents are working in present job for last 6 months to 12 months only. It clearly indicates that the turn over is very high and they are not permanently settled at one job.

ECONOMIC PROFILE:-

Apart from the salary it found that only waiters get tips from customers. The 10 waiters received Rs. 50 to 100 as tip in month of July 92. 20 waiters received tips in between 101 to 150. Three waiters received tips inbetween 151 to 200 . Thirteen waiters received tips between 201 to 250 and 4 waiters received tips between 251 to 300 Rs. As far as cleaners are concenered 18 clearners received Rs.100 to 300 as salary in July. It found that cooks gets salary more than 600Rs. and it was up to 1200 per month. Analysing the overall economic sitution that the waiters and cooks have high earnings than others. With examination of expenditure pattern it was revealed that of the total consumption as much as 50% of their total earnings was spend on habbits and addiction such as movies, tobacco, beedi and liquor. The remaining 50% amount they spend on colthing, soap, hair cut, hair oil etc. Only 24% of respondants were found those who are sending money to their famalies regularely. An attempt was made to find out various aspects of indebtness of the respondants. The incidence of such indebtness in the form of advances is about 65%.

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It is seen that 30% of respondents are indebted in the range of Rs. 1 to 500. 22% of respondents' indebtedness was in the range of 501 to 1000. 10% of respondents' indebtedness was in the range of 1001 and 1500. 80% of respondents' indebtedness was in the range of 1501 to 2000 and 30% of respondents are indebted in the range of 2001 to 2500. Nearly 30% of respondents found that they have taken loan from private lenders at high rate of interest. The residential facilities of the restaurant employees were very poor and by per capita space availability extremely inadequate. The majority of restaurant employees stay in restaurant only. It found that 88% of employees are staying together in restaurants mostly these workers. Sleep in the restaurants main hall or in kitchen after the closing hours. It was found that only 12% of employees are staying in private rooms. It was found that there is no special space for workers to take rest in day time. Although the toilet facilities are provided by employer they are not clean as should be. In rainy seasons these employees face lot of problem and are exposed to health hazards like dampness, mosquitoes etc. Then an attempt was made to assess the health problems of employees out of 100 sample

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respondents.

75 respondents stated that they have not medically examined and out of 25 respondents those who are medically examined 21 employees were examined by private doctors and 4 employees were examined in Civil Hospital. It was found that nobody is visiting ESIC hospitals. As regards the habits it is clear from data that 100% of respondents consume Tea daily. 58% of employees consume tea daily in range of 10 to 15 cups and only 2% of employees consume tea in the range of 1 to 5 cups per day. It was found that there is very little control of employer on the consumption of tea. In regard of liquor 41% of employees stated that they drink liquor and of it 89% of employees stated that they drink liquor daily after the daily work. In case of smoking it was found that 69% of employees smoke cigarettes or beedis regularly.

#### 5.2 RECOMMENDATIONS:-

There are number of measures which can help to improve the quality of life of these restaurant employees and add to their welfare substantially. As revealed by the study the following are the areas special measures are required.

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1) The workers are ignored of the legal protection because of their illiteracy and Social backwardness it is desirable from the part of the Govt. to establish a separate cell which shall look in to the problem of unorganised workers.

2) The new child labour law of 1986 is very important step taken by Govt. regarding child employment but at the same time researcher feel that this act may deprive the bread and butter of the orphen children and if they are not allowed to work in resturant it will lead them to beg or to crime life so that to avoide this Govt. should take care of these children by providing them necessary daily needs and shelter and also proper education. In this regards social organisaions like Rotary Clubs and Lions Club may play a masor role therefore it recommended that the Govt should encourage the social organisation to adopt these children.

3) In this resturants it found that most of the workers were working near the Gas Cylenders in a small place. There is always risk of fetal acident so its obligatory on the part of the resturant owner to provide first aid facilities at the working place.

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4) It's also obligatory on the part of resturant owners to provide at least seperate resting room in a day time and facilities of good toilets to itd emplyees.

5) Provision for fair wages should be made for workers. While fixation of wages the owners views also should be considered. It is observed that is case of Sangli city. The availabilty of unskilled labour is high as per rule of demand and supply the unskilled labour is ready to work at wages lower than minimum wages. Because while working in resturant they get plenty of food and also instant shelter. So this point should be consider while fixing the minimum wages.

6) The all most all workers stays in resturant and obiviously they sleep together in a one room. The single martial status and no sign of getting married in future compells them to go to the prostitules or to have homosex with other workers. This will be a biggest health problem in coming years. The Govt. should make them aware the AIDS and other veneral diseas. The Govt.should provide them health cards and it should be made obligatory to visit civil hospital at least once in three months and get madically examined.

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7) The adult literacy classes should be started with the help of social organisation. The employees should be encouraged to attend night schools.

8) The various legislation applicable to the resturants and the labour of the resturants are quite old and they are not practicable. All most all the acts should be modified with consulting the Employers and Employees organisation.

9) As far as the provident fund act is concerned it is must that it should be modified at least for resturant workers. Today there is no special P.F. act. common law is aplicable to resturant worker and also for industrial worker. There are very rare cases of employees who works at one place for morethan 20 years and retire at same place. It was found that most of the workers work for two, three years at one place and they change their job. The labour turn over is very high. So the amount of contribution made by employees and employer remain with Govt. as employees leaves his job without informing employer.

10) To get prompt medical services the number of

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Doctors should be increased in ESI hospitals.

11) The short term courses should be organised by the employer to increase the efficiency of employees.

12) Particularly to avoid migration of rural poors to urban areas new financial aids schemes as well as employment opportunities should be created at their native place. Which shall discourage the migration.

