CHAPTER FOUR –

DATA ANALYSIS AND INTERPRETATION

4.1 Introduction –

The task of data collection begins after a research problem has been defined and research design/plan has been chalked out. While deciding about the method of data collection to be used for the study, the reseacher should keep in mind two types of data viz., primary and secondary.

The primary data are those which are collected a fresh and for the first time and thus happen to be original in character.

The secondary data on the other hand are those which have already been collected by someone else and which have already been passed through the statistical process.

The method of collecting primary and secondary data differs since primary data are to be originally collected while in case of secondary data the nature of data collection work is merely that of compilation.

After collection of primary data the next step is data analysis and interpretation. These are the two closely inter connected activities. The term analysis refers to the computation of certain measures in order to study the relationship that exists among different variables in the data collected. 'Interpretation' is the process of establishing relationships. It is presented in the forms of tables with suitable headings and it is also presented in the form of 'charts' graphs and diagrammes.

4.2 Data Analysis and Interpretation –

Following are the tables relating to workers' distribution according to their age, skill, work status, work experience, education and various services such as medical, sanitary, transport, recreational etc. The data is presented in graphs.

Table 4.1 shows classification of the skilled semiskilled and unskilled workers according to their current age.

Sr. No	Age Group	Number of Male Workers				Number of Female Workers				Total = C (A+B)
		Skilled	Semi skilled	Unskilled	Total (A)	Skilled	Semi skilled	Unskilled	Total (B)	
1	20-25	17 (22.98%)	-	1 (20.00%)	18 (21.96%)	-	4 (50.00%)	-	4 (22.22%)	22 (22.00%)
2	25-30	20 (27.02%)	1 (33.33%)	-	21 (25.60%)	-	-	1 (12.5%)	1 (05.55%)	22 (22.00%)
3	30-35	11 (14.86%)	-	2 (40.00%)	13 (15.86%)	1 (50.00%)	2 (25.00%)	2 (25.00%)	5 (27.77%)	18 (18.00%)
4	35-40	11 (14.86%)	1 (33.33%)	1 (20.00%)	13 (15.86%)	-	1 (12.5%)	1 (12.5%)	2 (11.11%)	15 (15.00%)
5	40-45	3 (04.06%)	-	-	3 (03.66%)	-	1 (12.5%)	1 (12.5%)	2 (11.11%)	5 (05.00%)
6	45-50	9 (12.16)	1 (33.34%)	1 (20.00%)	11 (13.41%)	1 (50.00%)	-	3 (37.5%)	4 (22.24%)	15 (15.00%)
7	50-55	3 (04.06)	-	-	3 (03.65%)	-	-	-	-	3 (03.00%)
	Total	74 (100.00%)	3 (100.00%)	5 (100.00%)	82 (100.00%)	2 (100.00%)	8 (100.00%)	8 (100.00%)	18 (100.00%)	100 (100.00%)

Table No. 4.1

The above table shows, the classification of skilled workers, Semi-skilled workers and unskilled workers according to their age groups.

Explaining about skilled workers, "Person having enough ability, experience and knowledge, to be able to do something well or people who have had training in a skill." Form the total population of the sample size, 76 percent workers are skilled workers. In skilled workers majority of workers are male.

Definition of semi skilled workers is, "a person having some special training or qualifications, but less than skilled people." From the total sample size 11 percent workers are of semi skilled category.

The table shows that, majority of semi skilled workers are female. Unskilled workers are those persons not having or needing special skills or training." Leaving skilled and semiskilled workers from sample size 13 percent workers are unskilled workers. Out of the 13 percent majority of workers are from male community.

The table indicates that 44 percent workers are in the age group of 20 to 30 years i.e. young Industrial blood.

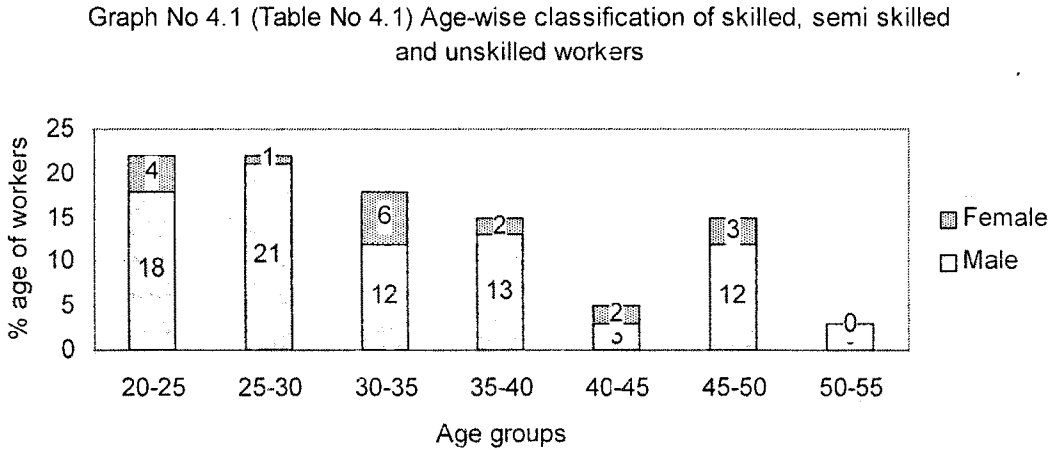The graphical presentation is as follows.

Graph No 4.1 (Table No 4.1) Age-wise classification of skilled, semi skilled and unskilled workers

Table 4.2 shows classification of male and female as Permanent, Temporary, Contract basis and Probation.

Sr. No	Age Group	Male Workers					Female Workers					Total = C (A+B)
		Permanent	Temporary	Contract Basis	Probation	Total (A)	Permanent	Temporary	Contract Basis	Probation	Total (B)	
1	20-25	12 (16.90%)	4 (80.00%)	1 (33.33%)	1 (33.33%)	18 (21.95%)	2 (20.00%)	2 (28.57%)	-	-	4 (22.22%)	22 (22.00%)
2	25-30	17 (23.94%)	1 (20.00)	-	-	18 (21.95%)	-	1 (14.28)	-	-	1 (05.55%)	19 (19.00%)
3	30-35	14 (19.71%)	-	1 (33.33%)	2 (66.67%)	17 (20.73%)	2 (20.00%)	3 (42.85%)	-	-	6 (33.33%)	23 (23.00%)
4	35-40	10 (14.10%)	-	-	-	10 (12.20%)	1 (10.00%)	1 (14.30%)	1 (100.00%)	-	2 (11.11%)	12 (12.00%)
5	40-45	3 (04.22%)	-	1 (33.34%)	-	4 (4.88%)	2 (20.00%)	-	-	-	2 (11.11%)	6 (06.00%)
6	45-50	11 (15.50%)	-	-	-	11 (13.41%)	3 (30.00%)	-	-	-	3 (16.68%)	14 (14.00%)
7	50-55	4 (5.63%)	-	-	-	4 (4.88%)	-	-	-	-	-	4 (04.00%)
	Total	71 (100.00%)	5 (100.00%)	3 (100.00%)	3 (100.00%)	82 (100.00%)	10 (100.00%)	7 (100.00%)	1 (100.00%)	0 (100.00%)	18 (100.00%)	100 (100.00%)

Table No. 4.2

The table indicates work status classification of workers working in Satara MIDC. Male and female workers are classified as permanent workers' temporary workers, workers on contract basis and workers working as probationer.

The first age group is 20 to 25 years and last age group is 50 to 55 years. 22 percent of workers, from the total population, are permanent workers in age group between 20-25 years.

From the total population 81 percent workers including male and female are working as 'permanent workers'. 12 percent workers are working as temporary.

Further, 4 percent workers are working as on contract basis but male workers has majority, remaining 3 percent workers are probationer but, no one woman worker is in this category.

In age group between 50 to 55 years No. of permanent workers is only 4 and further there is no one female worker working in this age group.
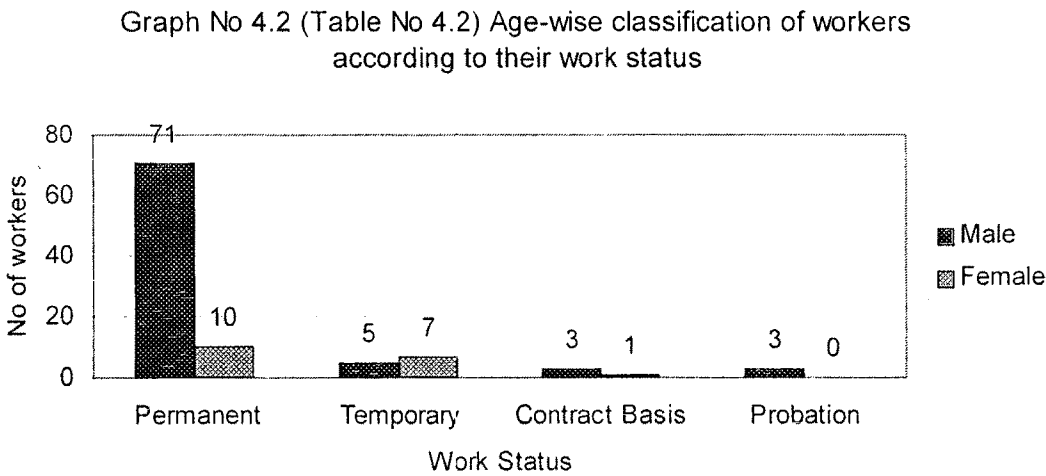
The graphical presentation is as follows.

Graph No 4.2 (Table No 4.2) Age-wise classification of workers according to their work status

Table 4.3 shows classification of workers according to their Marital Status.

Sr. No	Age Group	Male			Female			Total = C (A+B)
		Married	Unmarried	Total (A)	Married	Unmarried	Total (B)	
1	20-25	-	18 (62.08%)	18 (21.96%)	3 (17.64%)	1 (100.00%)	4 (22.22%)	22 (22.00%)
2	25-30	12 (22.64%)	9 (31.03%)	21 (25.60%)	1 (05.90%)	-	1 (05.55%)	22 (22.00%)
3	30-35	10 (18.86%)	2 (6.89%)	12 (14.63%)	6 (35.30%)	-	6 (33.33%)	18 (18.00%)
4	35-40	13 (24.52%)	-	13 (15.86%)	2 (11.76%)	-	2 (11.11%)	15 (15.00%)
5	40-45	3 (05.66%)	-	3 (03.66%)	2 (11.76%)	-	2 (11.11%)	5 (05.00%)
6	45-50	12 (22.64)	-	12 (14.63%)	3 (17.64%)	-	3 (16.68%)	15 (15.00%)
7	50-55	3 (05.68%)	-	3 (03.66%)	-	-	-	3 (03.00%)
	Total	53 (100.00%)	29 (100.00%)	82 (100.00%)	17 (100.00%)	1 (100.00%)	18 (100.00%)	100 (100.00%)

The table (4.3) shows classification of male and female workers, as per their marital status.

The first age group is 20 to 25 years and last group is 50 to 55 years.

From the total population, 70 percent workers including male and female employees are married but, in age group between 20 to 25 years nobody male worker is married.

Remaining 30 percent of employees from the total population are unmarried which includes 29 percent male workers and 1 percent female worker.

The graphical presentation is as follows.

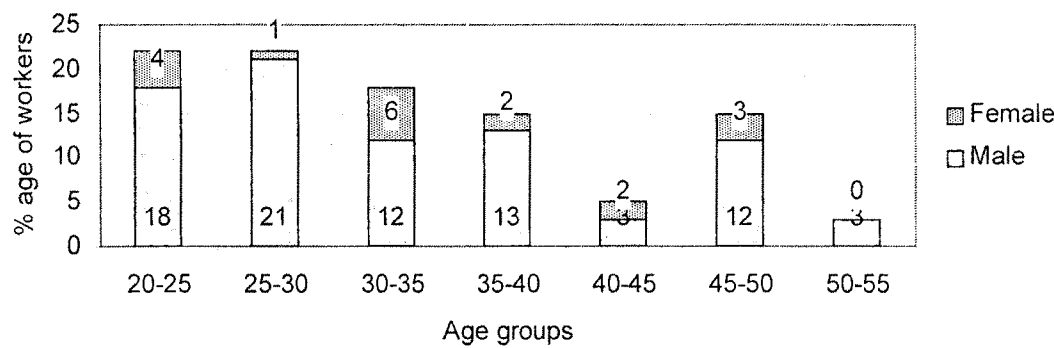Graph No 4.3 (Table No 4.3) Age-wise classification of workers according to their marital status

Table No. 4.4

Following table shows experience of work in years of male and female workers.

Experience of work in years

Sr. No	Year of Experience	Male workers (A)	Female Workers (B)	Total = C (A+B)
1	0-5 yrs.	28 *(34.14%)*	8 *(44.44%)*	36 *(36.00%)*
2	5-10 yrs.	19 *(23.17%)*	5 *(27.78%)*	24 *(24.00%)*
3	10-15yrs.	17 *(20.73%)*	5 *(27.78%)*	22 *(22.00%)*
4	15-20 yrs.	9 *(10.99%)*	-	9 *(09.00%)*
5	20-25yrs	5 *(6.10%)*	-	5 *(05.00%)*
6	25-30 yrs.	4 *(04.87%)*	-	4 *(04.00%)*
	Total	82 *(100.00%)*	18 *(100.00%)*	100 *(100.00%)*

The table (4.4) shows, classification of male and female workers according to the year of work experience starting from, 0 to 5 years, up to 25 to 30 years. Majority of workers i.e. 28 (34.14%) belongs to 0 to 5 years of experience group. But out of total number only 4 (04.87%) workers are having 25 to 30 years of experience to their credit.

The graphical presentation is as follows.

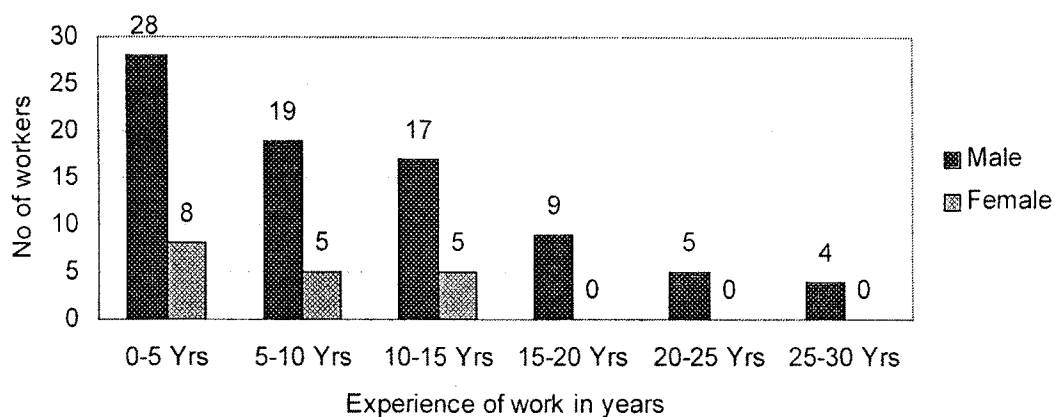Graph No 4.4 (Table No 4.4) Experience of work in years

Table 4.5

Educational Qualification of Male and Female Workers

Sr. No	Education Qualification	Male (A)	Female (B)	Total = C (A+B)
1	Nil	3 (03.67%)	4 (22.22%)	7 (07.00%)
2	Primary	2 (02.43%)	3. (16.68%)	5 (05.00%)
3	Secondary	52 (63.41%	8 (44.44%)	60 (60.00%)
4	Higher Secondary	16 (19.51%)	2 (11.11%)	18 (18.00%)
5	Graduation	9 (10.98%)	1 (05.55%)	10 (10.00%)
	Total	82 (100.00%)	18 (100.00%)	100 (100.00%)

The above table indicates the educational status of workers working in the MIDC, Satara. The 7% workers especially unskilled workers are totally uneducated. Whereas 5 % workers have got less education that is primary education. The bulk of workers that is 60% workers have completed their secondary education, that is upto 10th standard. The percentage of workers have completed higher education is 18% whereas hardly 10 percent workers in the industrial field of Satara MIDC have completed their education upto Graduation level.

The graphical presentation is as follows.

Graph No 4.5 (Table No 4.5) Educational Qualification of male and female workers

Educational Qualification
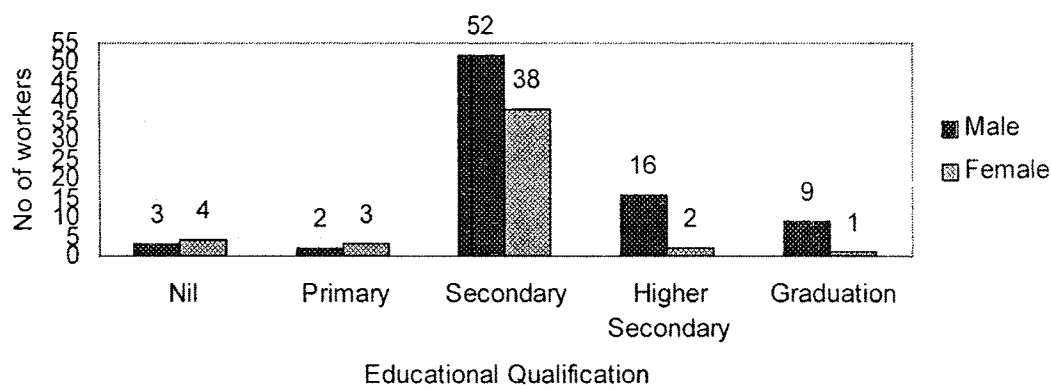
The following table (4.6) shows classification of male and female workers according to the scale of payment.

Majority of male and female worker get payment from Rs. 1000 to Rs. 4000. In this scale male workers are 66 (80.49 %) and 18 (100.00%) are female workers. Only 7(08.53%) male workers get monthly wages in the scale between Rs. 7000 to Rs. 10000.

84 percent workers working in the MIDC Satara are getting monthly payment of wages below to Rs. 4000. Considering the present living cost, this amount of monthly earning is quite inadequate which creates number of financial problems in front of the workers.

Table 4.6

Payment of monthly wages

Sr. No	Scale of payment Rs. In Thousand	Number of Male (A)	Number of Female (B)	Total = C (A+B)
1	Rs. 1000- 4000	66 (80.49%)	18 (100.00%)	84 (84.00%)
2	Rs. 4000-7000	9 (10.98%)	-	9 (09.00%)
3	Rs.7000 - 10000	7 (08.53%)	-	7 (07.00%)
	Total	82 (100.00%)	18 (100.00%)	100 (100.00%)

The data in the above table has also been presented in Graph 4.6
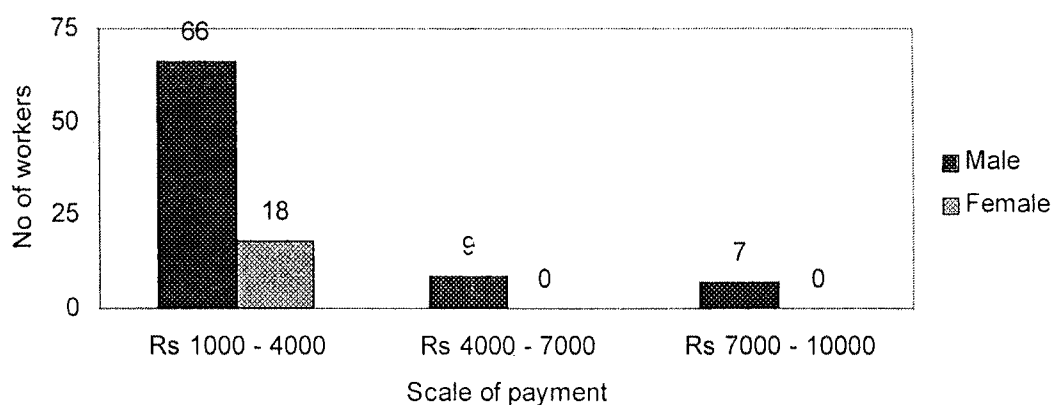
Graph No 4.6 (Table No 4.6) Payment of monthly wages

Table 4.7

Family size of the workers

Sr. No	Family size	Skilled workers (A)	Semi-skilled workers (B)	Unskilled workers (C)	Total = C (A+B+C)
1	0 to 4	49 (64.48%)	06 (54.54%)	09 (69.23%)	64 (64.00%)
2	5 to 8	27 (35.52%)	05 (45.46%)	04 (30.77%)	36 (36.00%)
3	More than 8	-	-	-	-
	Total	76 (100.00%)	11 (100.00%)	13 (100.00%)	100 (100.00%)

Table no. 4.7 shows family size of skilled, semi-skilled and unskilled workers form the total, 64 present of the workers having minimum 4 members in their family 36 percent workers having 5 to 8 members in their family. No worker has more than 8 members in their family.

From the above it is clear that, minimum 4 and maximum 8 members are depending on worker/persons. It means majority of workers have more family responsibility on their shoulder.

The data in the above table has also been presented in Graph 4.7

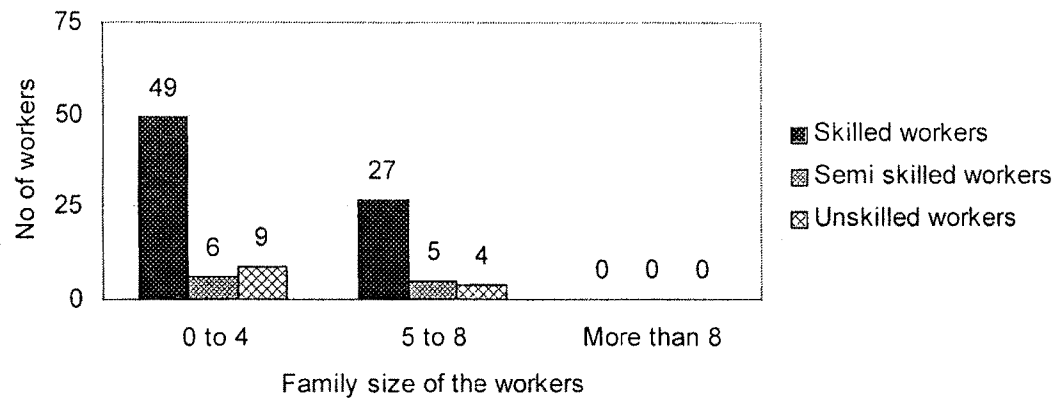Graph No 4.7 (Table No 4.7) Family size of the workers

Family size of the workers

Table 4.8

Opinion of workers about the present monthly wage and salary structure

Sr. No	Opinion	Male workers (A)	Female workers (B)	Total = C (A+B)
1	Adequate	7 (08.53%)	4 (22.22%)	11 (11.00%)
2	Inadequate	75 (91.47%)	14 (77.78%)	89 (89.00%)
	Total	82 (100.00%)	18 (100.00%)	100 (100.00%)

The above table indicates the reaction of workers about the present wage and salary structure. Majority of workers have expressed that, monthly wages, which they are receiving are not sufficient to meet day to day needs. Significant

portion of the population i.e.89 percent workers are opinionated that their wages are inadequate.

Form the above, it is clear that, current wage rates of the workers are totally inadequate and therefore maximum workers are facing number of financial difficulties.

The data in the above table has also been presented in Graph 4.8

Graph No 4.8 (Table No 4.8) Opinion of workers in the regards of their wages and salary
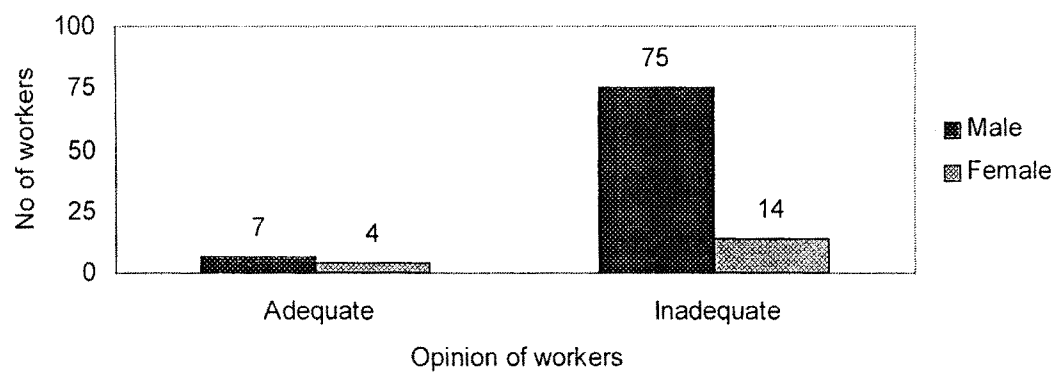

Table 4.9

Entitlement of Bonus

Sr. No	Category	Number of Employees Getting Bonus (A)	Number of Employees Not Getting Bonus (B)	Total = C (A+B)
1	Male	78 (86.67%)	4 (40.00%)	82 (82.00%)
2	Female	12 (13.33%)	6 (60.00%)	18 (18.00%)
	Total	90 (100.00%)	10 (100.00%)	100 (100.00%)

The above table shows classification of employees who receives bonus and employees who do not receive bonus. Majority of male employees 78 (86.67%) and 12 (13.33%) female employees getting regular bonus.

In all 100 workers, only 4 (40.00%) male workers and 6 (60.00%) female workers do not get bonus.

The data in the above table has also been presented in Graph 4.9

Graph No 4.9 (Table No 4.9) Entitlement of bonus

Table 4.10

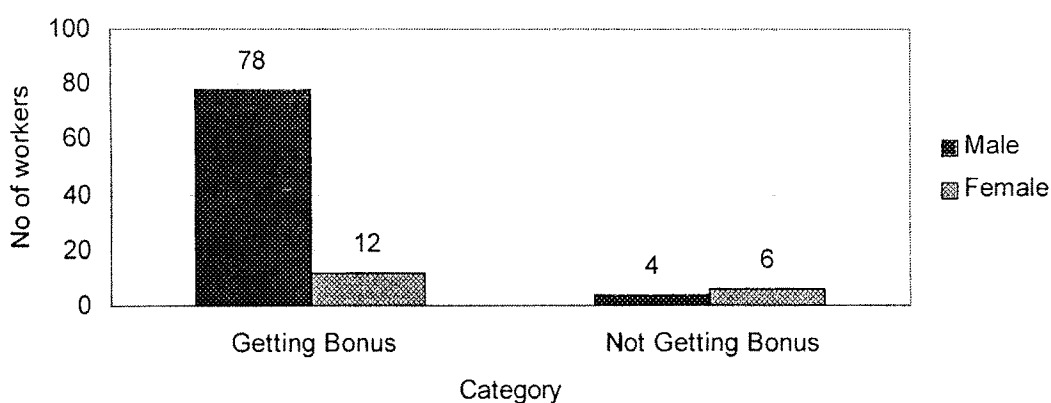**Entitlement of Paid holidays**

Sr. No	Category	Number of Employees Getting Paid holiday service (A)	Number of Employees Not Getting Paid holiday service (B)	Total = C (A+B)
1	Male	26 (100.00%)	56 (75.68%)	82 (82.00%)
2	Female	0 (00.00%)	18 (24.32%)	18 (18.00%)
	Total	26 (100.00%)	74 (100.00%)	100 (100.00%)

The above table shows number of employees getting paid holidays. There are 26 male workers getting benefit of this facility. Considering female workers 18(24.32%) are not getting paid holiday payment.

The above table reveals that, very few companies are providing paid holiday service to their workers.

Table 4.11

Working conditions and its adequacy

Sr. No	Category	No. of Employees working in unhygienic working conditions (A)	No. of Employees working in hygienic working conditions (B)	Total = C (A+B)
1	Male	40 *(85.10%)*	42 *(79.24%)*	82 *(82.00%)*
2	Female	7 *(14.90%)*	11 *(20.76%)*	18 *(18.00%)*
	Total	47 *(100.00%)*	53 *(100.00%)*	100 *(100.00%)*

The table (4.11) reveals the factory working conditions position where the workers are required to work on machine for completing the manufacturing process. Nearly 47 percent workers opinionated that the work environment and conditions are not satisfactory for the maintenance of sound health of the workers.

The poor working conditions affect the health and working efficiency of the workers. Nearly 53 percent workers expressed their opinion that, the present work environment and conditions are sound and satisfactory.

Table 4.12

Sanitary Facilities and its adequacy

Sr. No	Opinion	Male workers (A)	Female workers (B)	Total = C (A+B)
1	Adequate	25	8	33
		(30.49)	(44.44%)	(33.00%)
2	Inadequate	57	10	67
		(69.51%)	(55.56%)	(67.00%)
	Total	82	18	100
		(100.00%)	(100.00%)	(100.00%)

The above table indicates that, 33 percent employees are satisfied about the present facilities. 67 percent employees are dissatisfied about these services.

Taking into consideration number of workers working in a unit, company should provide sufficient number of urinals and latrines and also maintain it in clean and healthy conditions. It is very important to maintain health and safety of the workers.

The graphical presentation of the above table is as follows.

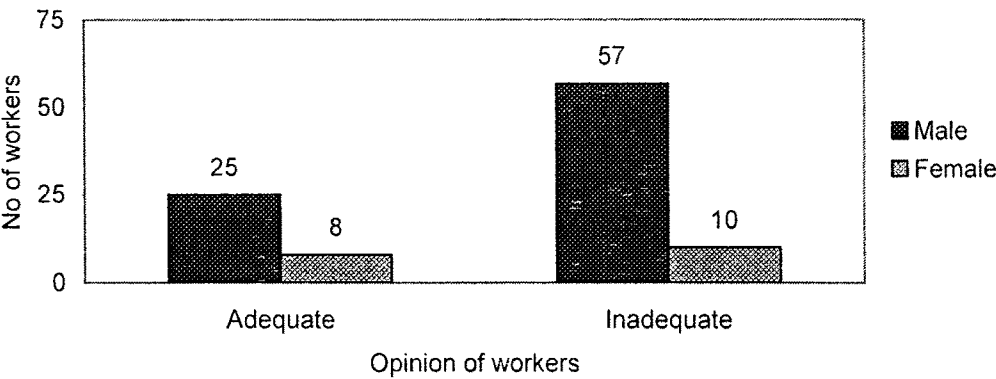Graph No 4.10 (Table No 4.12) Opinion of workers about sanitary facilities

Table 4.13

First – aid service In Work Environment

Sr. No	Category	No. of Employees Getting First-Aid service (A)	No. of Employees Not Getting First-Aid service (B)	Total = C (A+B)
1	Male	69 (86.25%)	13 (65.00%)	82 (82.00%)
2	Female	11 (13.75%)	7 (35.00%)	18 (18.00%)
	Total	80 (100.00%)	20 (100.00%)	100 (100.00%)

The above table is about first-aid service provided to the employees after happening of an industrial accident. The above table gives us classification of employees who get first-aid service in work environment, 80 percent workers are getting first-aid service. In 80 workers 69(86.25%) are male workers and 11(13.75%) are female workers.

Remaining 20 percent workers do not get this service, which includes 13 male workers and 7 female workers.

From the above table the conclusion is that majority of male workers are in receipt of this service.

Table 4.14

Table shows number of male and female employees who get medical services from private civil or from both type of hospitals.

Sr. No	Category	Private Hospital (A)	Civil Hospital (B)	Both (C)	Total = C (A+B)
1	Male	50 (81.97%)	22 (81.49%)	10 (83.33%)	82 (82.00%)
2	Female	11 (18.03%)	5 (18.51%)	2 (16.67%)	18 (18.00%)
	Total	61 (100.00%)	27 (100.00%)	12 (100.00%)	100 (100.00%)

It is observed from the above table that nearly 61 percent workers including male and female are availing the medical service facilities from the private hospital during their sickness. However, hardly 27 percent workers are availing medical treatment from the civil i.e. Government hospital during their illness for recovery purpose.

This warns that there should be a separate medical center like Employees State Insurance to provide medical cover to the workers working in the Industrial field. The graphical presentation is as follows (4.11)

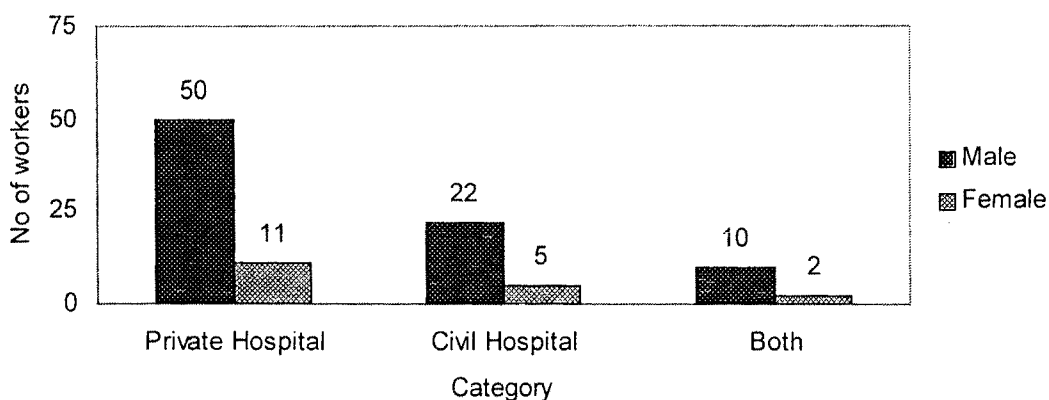Graph No 4.11 (Table No 4.14) Medical services for workers

Table 4.15

Recreational Activities

Sr. No	Recreational Activities	No. of Employees Getting Recreational Activities (A)	No. of Employees Not Getting Recreational Activities (B)	Total = C (A+B)
1	Play Ground	11 *(11.00%)*	89 *(89.00%)*	100 *(100.00%)*
2	Reading Room	7 *(07.00%)*	93 *(93.00%)*	100 *(100.00%)*
3	Trip/Picnic	1 *(01.00%)*	99 *(99.00%)*	100 *(100.00%)*
4	Athletics and sports	3 *(03.00%)*	97 *(97.00%)*	100 *(100.00%)*

The above table shows recreational activities which are available in the factories. From the total, 22 percent of the workers are getting recreational facilities, remaining 78 percent workers do not get benefit of these activities.

From the above, it is clear that, most of the companies are lagging behind in providing relaxation, togetherness, and team spirit among the workers, though various recreational activities play important role in the individual's life.

Table 4.16

Forms of Entertainment

Sr. No	Forms of Entertainment	No. of workers Getting Entertainment At workplace (A)	No. of workers Not Getting Entertainment At workplace (B)	Total = C (A+B)
1	Television	31 *(31.00%)*	69 *(69.00%)*	100 *(100.00%)*
2	F.M.Radio	12 *(12.00)*	88 *(88.00%)*	100 *(100.00%)*

The above table shows forms of entertainment, which is being used to entertain workers while working in the factory. Only 43 percent of workers receive entertainment remaining 57 percent workers do not get entertainment while working.

From the above, it is clear that, form of entertainment plays vital role; which helps to reduce workers stress of work and get relax.

Table 4.17

Employees Getting Rest-room service

Sr. No	Category	No. of Employees Getting Rest-room service (A)	No. of Employees Not Getting Rest-room service (B)	Total = C (A+B)
1	Male	58 *(89.23%)*	24 *(68.58%)*	82 *(82.00%)*
2	Female	7 *(10.77%)*	11 *(31.42%)*	18 *(18.00%)*
	Total	65 *(100.00%)*	35 *(100.00%)*	100 *(100.00%)*

The above shows number of employees who get rest-room service for their leisure. Out of the total 65 employees are getting rest-room service for

their leisure. In 65 employees 58(89.23%) are male employees, and 7(10.77%) are female employees. Remaining 35 employees do not get benefit of rest-room service. In 35 employees, 24 (68.58%) are male and 11(31.42%) employees are female.

From the above, the conclusion is that majority of male workers get rest- room facility and majority of female workers do not get rest – room facility.

Table 4.18

Provision of Transport facility

Sr. No	Category	No. of Employees Getting Transport Facility (A)	No. of Employees Not Getting Transport Facility (B)	Total = C (A+B)
1	Male	Nil	82 (82.00%)	82 (82.00%)
2	Female	Nil	18 (18.00%)	18 (18.00%)
	Total	0 (100.00%)	100 (100.00%)	100 (100.00%)

The above table gives information about 'Employees Transport Facility' The table shows information about number of employees getting transport facility from their company and number of employees not getting this facility from their company. Table shows 100% employees do not get 'Transport Facility' from their company i.e. majority of employees cannot get 'Transport Facility.'

Table 4.19

Table shows the distance the residence of the workers to their respective factory units.

Sr. No	Distance in Km. (from the residence of the workers to their respective factory units)	Number of Employees
1	0 to 2 km	10 *(10.00%)*
2	2 to 5 km	15 *(15.00%)*
3	5 to 10 km	25 *(25.00%)*
4	Above 10 km	50 *(50.00%)*
	Total	100 *(100.00%)*

The above table indicates distance in k.m. from the residence of the workers to their respective factory units. Only 10 percent employees are coming from MIDC's local area for work. Further 15 percent employees are coming from 5 k.m. Majority of employees i.e. 75 percent employees are coming from near villages which are situate at a distance of 10 k.m. and above.

It is clear that, most of the employee need transport facility.

The Graphical presentation is as follows (4.12)

Graph No 4.12 (Table No 4.19) Distance from residence of the
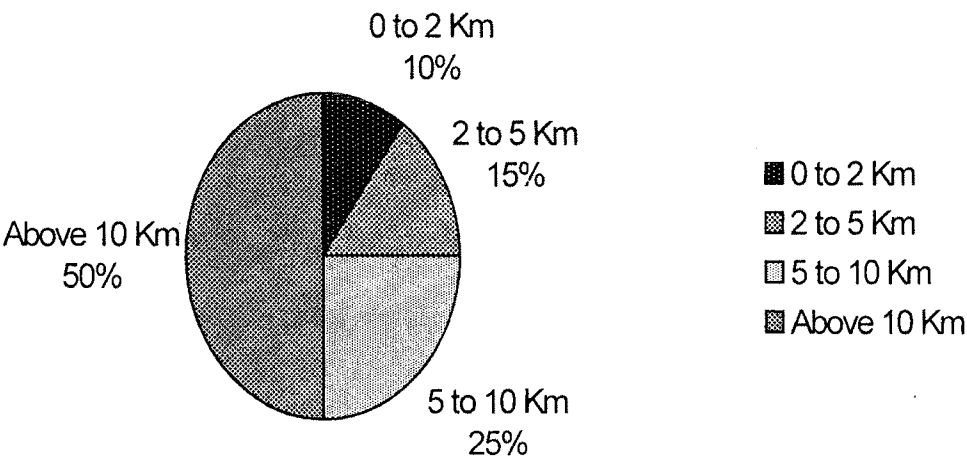workers to their respective factory unit

0 to 2 Km
10%

2 to 5 Km
15%

Above 10 Km
50%

5 to 10 Km
25%

■ 0 to 2 Km
▨ 2 to 5 Km
☐ 5 to 10 Km
▩ Above 10 Km

Table 4.20

'Vehicle Loan Facility'

Sr. No	Sample size	No. of Companies Providing Vehicle Loan Facility (A)	No. of Companies Not Providing Vehicle Loan Facility (B)	Total = C (A+B)
1	53% (10% of 532 Units)	9 *(17%)*	44 *(83%)*	53 *(100.00%)*

The Graphical presentation is as follows (4.13)

Graph No 4.13 (Table No 4.20) Vehicle loan facility

Number of companies providing vehicle loan facility (A) 17%

■ Number of companies providing vehicle loan facility (A)

▩ Number of companies not providing vehicle loan facility (B)

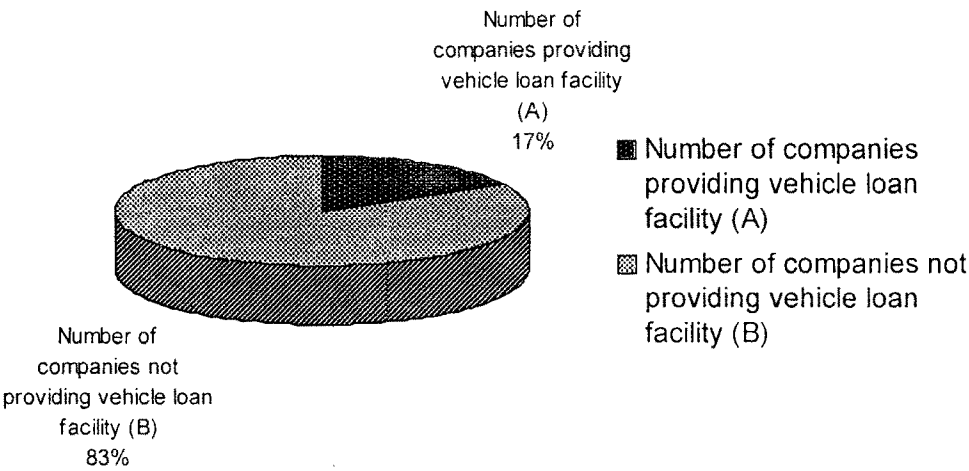Number of companies not providing vehicle loan facility (B) 83%

Table 4.21

Canteen Facility – Provision

Sr. No	Category	No. of Employees Getting Canteen Facility (A)	No. of Employees Not Getting Canteen Facility (B)	Total = C (A+B)
1	Male	50 *(96.16%)*	32 *(66.67%)*	82 *(82.00%)*
2	Female	2 *(03.84%)*	16 *(33.33%)*	18 *(18.00%)*
	Total	52 *(100.00%)*	48 *(100.00%)*	100 *(100.00%)*

Table 4.21 gives information about number of male workers and number of female workers who are getting canteen facility from their company.

Total number of employees are 100. Out of 100 numbers 52 employees are getting canteen facility, in them 50 (96.16%) are male and 2 (3.84%) are

female. On the other hand 48 employees do not get canteen facility. In these 32 (66.67%) are male employees and 16 (33.33%) are female employees.

From the above table the conclusion is that 50% of male and female employees are getting canteen facility and 50% of male and female employees aren't getting this facility.

Table 4.22

Cold Drinking Water Provision

Sr. No	Opinion	Skilled worked	Semi-skilled workers	Unskilled	Total
1	Satisfied	10	2	3	15
		(13.16)	*(18.18%)*	*(23.07%)*	*(15.00%)*
2	Moderate	7	1	2	10
		(09.21%)	*(09.10%)*	*(15.40%)*	*(10.00%)*
3	Dissatisfied	59	8	8	75
		(77.63%)	*(72.72%)*	*(61.53%)*	*(75.00%)*
	Total	76	11	13	100
		(100.00%)	*(100.00%)*	*(100.00%)*	*(100.00%)*

Table No. 4.22 shows an opinion of workers about cold drinking water facility. In skilled workers category nearly 77.63% percent workers have expressed their dissatisfaction whereas, only 13.16 percent workers are satisfied and only 9.21 percent workers have moderate opinion about cold water facility. In semi skilled category majority of workers that is 72.72 percent workers have been dissatisfied about cold water facility. In third category i.e. unskilled workers 61.53 percent workers are dissatisfied only 23.07 percent unskilled workers are satisfied.

From the above it is concluded that majority of workers that is 75 percent workers are dissatisfied about cold drinking water facility. Only 15

percent workers are satisfied, whereas only 10 percent workers have expressed moderate opinion.

Table 4.23

Crèches Facility

Sr. No	Sample size = 53 Units (10% of 532 Units)	No.of Companies Providing Crèches Facility (A)	No.of Companies Not Providing Crèches Facility (B)	Total = C (A+B)
1	53	Nil	53 *(100.00%)*	53 *(100.00%)*

The above Table shows number of companies providing crèches facility, for women workers' children. There is no company which provide crèches facility to female workers.

Table No. 4.24

Family Planning Programme

Sr. No	Sample size = 53 Units (10% of 532 Units)	No.of Companies Organizing Family Planning Programme (A)	No.of Companies Organizing Aren't Family Planning Programme (B)	Total = C (A+B)
1	53	6 *(11.32%)*	47 *(88.68%)*	53 *(100.00%)*

The above Table shows indicates the position of implementation of Family Planning Programme for the benefits of the workers.

Majority of the Industries are not paying any attention for this particular programme. Hardly 11 percent industries are taking interest to organize this programme as workers welfare aspects.

Table No. 4.25

Financial Aid For Children Education

Sr. No	Category	No.of Employees Entitle to get Educational Loan (A)	No.of Employees Are Not Entitle to get Educational Loan (B)	Total = C (A+B)
1	Educational Loan	11 *(11.00%)*	89 *(89.00%)*	100 *(100.00%)*
2	Financial Aid	7 *(07.00%)*	93 *(93.00%)*	100 *(100.00%)*
3	Scholarship	2 *(02.00%)*	98 *(98.00%)*	100 *(100.00%)*

The above table indicates that hardly 11 percent workers are entitled for educational aids such as scholarship and financial assistance whereas the major portion of the workers i.e. 80 percent is deprived of this particular benefit.

From the above, it is clear that, this type of fringe benefit is very essential to increase the welfare of the family of the workers.

The graphical presentation is as follows.

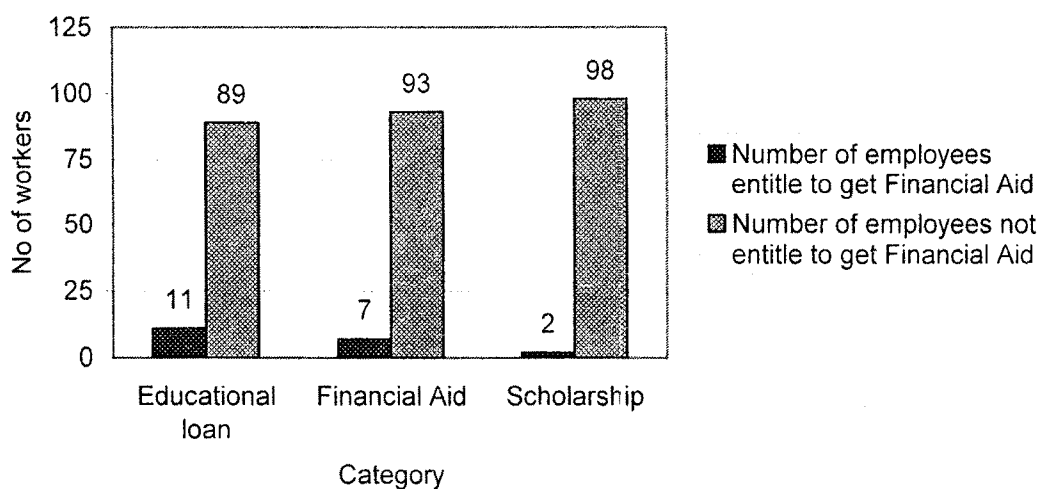Graph No 4.14 (Table No 4.25) Financial Aid for children' education

Table No. 4.26

Number of Companies Providing House Loan Facility

Sr. No	Sample size	No.of Companies Providing House Loan Facility (A)	No.of Companies Not Providing House Loan Facility (B)	Total = C (A+B)
1	53 (10% of 532 Units)	9 (17%)	44 (83%)	53 (100%)

The above table shows number of companies providing house loan facility. The total number of sample is 53 i.e. 10% of 532 Units. Only 17 percent companies are providing house loan facility. 83 percent companies despairing their employees from house loan facility.

From the above explanation. It is clear that, only leading industrial units are assisting their employees to construct houses.

Table No. 4.27

Housing Loan Facility

Sr. No	Category	No.of Employees can get House Loan Facility (A)	No.of Employees cannot get House Loan Facility (B)	Total = C (A+B)
1	Male	15 (100.00%)	67 (78.82%)	82 (82.00%)
2	Female	Nil	18 (21.18%)	18 (18.00%)
	Total	15 (100.00%)	85 (100.00%)	100 (100.00%)

The above table indicates that hardly 15% workers especially permanent workers are getting loan and advance for the getting loan and advance for the

construction of their house. Whereas a large group of workers i.e. 85% workers are deprived of this particular basic facility.

Table No. 4.28

Company Quarters Facility – Provision

Sr. No	Category	No.of Employees getting company quarters facility (A)	No.of Employees Not getting company quarters facility (B)	Total = C (A+B)
1	Male	Nil	82 (82.00%)	82 (82.00%)
2	Female	Nil	18 (18.00%)	18 (18.00%)
	Total	- (100.00%)	100 (100.00%)	100 (100.00%)

Table No. 28 is about 'Company Quarters Facility'. From the table, we can understand, that majority of employees i.e. 100% of employees cannot get company quarters facility. It means no company is giving this facility to their workers.

Table No. 4.29

Employees getting other facility

		Male			Female			Total = C (A+B)
Sr. No	Category	Getting	Not Getting	Total (A)	Getting	Not Getting	Total (B)	
1	Uniform	55 (67.08%)	27 (32.92%)	82 (100.00%)	6 (33.33%)	12 (66.67%)	18 (100.00%)	100
2	Apron.	2 (02.43%)	80 (97.57%)	82 (100.00%)	7 (38.89%)	11 (61.11%)	18 (100.00%)	100
3	Shoes	45 (54.88%)	37 (45.12%)	82 (100.00%)	3 (16.67%)	15 (83.33%)	18 (100.00%)	100

Table No. 4.29 is about other facility which is given by company for their employees. Out of 82, 55 (67.08%) employees are getting uniform and 27

(32.92%) employees are not getting this service. In 82 male employees only 2(02.43%) male are getting apron facility, and majority of male employees are getting shoes facility. On the other hand, total number of female employees are 18. Out of them only 50% female are getting uniform facility. Only 7 (38.89%) female employees are getting apron facility. 15 (83.33%) female employees don't get shoes facility.

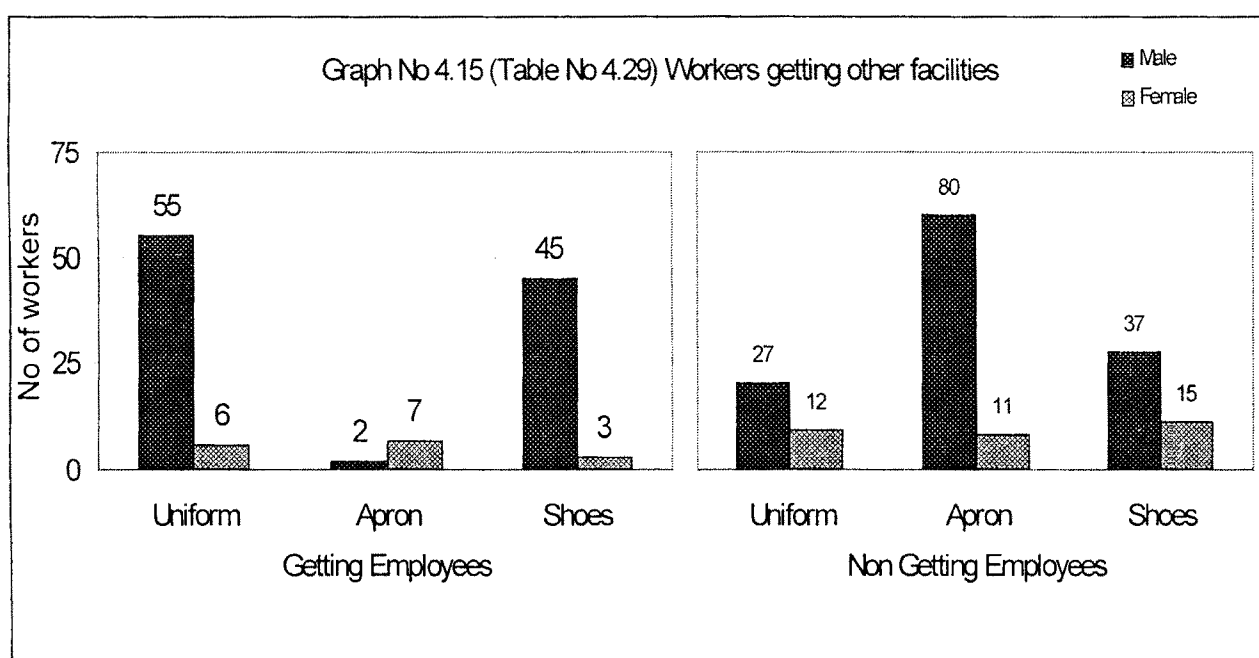The data in the above table has also been presented in Graph below.

Table No. 4.30

Classification of employees according to the membership of Provident Fund Scheme.

Sr. No	Category	No.of Employees in Provident Fund Scheme (A)	No.of Employees Not in Provident Fund Scheme (B)	Total = C (A+B)
1	Male	47 (88.68%)	35 (74.47%)	82 (82.00%)
2	Female	6 (11.32%)	12 (25.53%)	18 (18.00%)
	Total	53 (100.00%)	47 (100.00%)	100 (100.00%)

The above table shows number of male and female employees who get Provident Fund Scheme benefits. 47.(88.68%) male employees and 6 (11.32%) female employees are getting Provident Fund Scheme benefits.

On the other hand 35(74.47%) male employees and 12(25.53%) female employees are not getting Provident Fund Scheme benefits.

In total number of employees i.e. only 53% employees are getting benefit of this scheme, whereas nearly 47% employees are deprived of the benefits of Provident Fund Scheme.

The data in the above table has also been presented in Graph below.

Graph No 4.16 (Table No 4.30) Classification of workers accroding to provident fund scheme
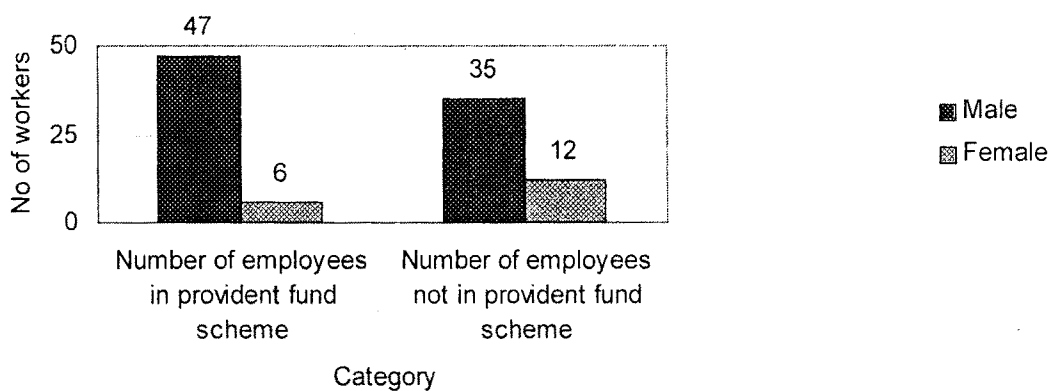
Table No. 4.31

Entitlement of Gratuity Benefits

Sr. No	Category	No.of Employees getting Gratuity (A)	No.of Employees Not getting Gratuity (B)	Total = C (A+B)
1	Male	18 *(90.00%)*	64 *(80.00%)*	82 *(82.00%)*
2	Female	2 *(10.00%)*	16 *(20.00%)*	18 *(18.00%)*
	Total	20 *(100.00%)*	80 *(100.00%)*	100 *(100.00%)*

The above table shows a distribution of employees who will get benefit of gratuity scheme after completion of service. Out of 100 number only 20 employees are getting gratuity scheme. In 20 employees 18 (90.00%) are male employees and 2(10.00%) are female employees.

The Graphical presentation is as follows.

Table No. 4.32

Entitlement of Family Pension Scheme Benefits

Sr. No	Category	No.of Employees Are Entitled For Family Pension Scheme Benefit (A)	No.of Employees Are Not Entitled For Family Pension Scheme Benefit (B)	Total = C (A+B)
1	Male	42 *(95.46%)*	40 *(71.42%)*	82 *(82.00%)*
2	Female	2 *(4.54%)*	16 *(28.58%)*	18 *(18.00%)*
	Total	44 *(100.00%)*	56 *(100.00%)*	100 *(100.00%)*

The above table is about 'Family Pension Scheme Benefit'. It shows number of employees who will get benefit of family pension scheme.

Total numbers of employees are 100 employees. 44 employees will get family pension, 42(95.46%) are male employees and 2 (4.54%) are female employees. Out of 100 employees 56 employees won't get benefit of this scheme. In 56 employees 40 (71.42%) are male and 16 (28.58%) are female employees.

From this information the conclusion is that, 44% of employees are entitled for family pension scheme benefit and 56% of employees are not entitled for the benefits of this scheme.

The Graphical presentation is as follows.

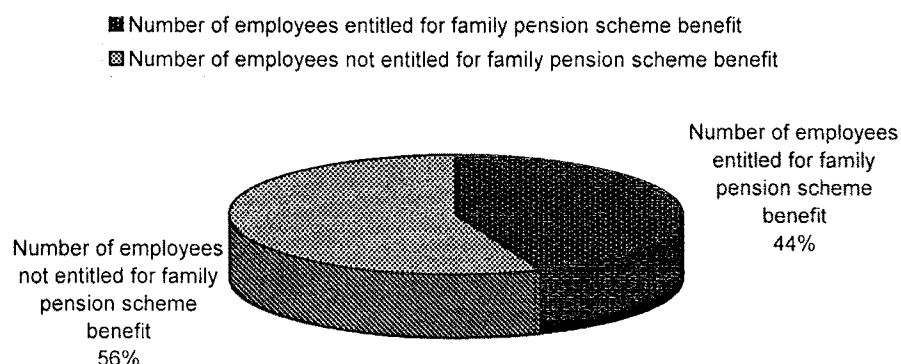Graph No 4.17 (Table No 4.32) Entitlement of family pension scheme benifit

■ Number of employees entitled for family pension scheme benefit
⊠ Number of employees not entitled for family pension scheme benefit

Number of employees
entitled for family
pension scheme
benefit
44%

Number of employees
not entitled for family
pension scheme
benefit
56%

Table No. 4.33

Entitlement of Maternity Benefits

Sr. No	No. of Women Workers Respondents	No.of Women Workers Who Are Entitled To Get Maternity Benefit (A)	No.of Women Workers Who Are Not Entitled To Get Maternity Benefit (B)
1	18	Nil	18 *(100.00%)*

The above table shows that, the total numbers of women workers respondents are 18 percent. Out of 18 women workers, no one is entitled to get maternity benefit.

From the above it is clear that, majority of women workers are working in small scale industries on temporary basis and therefore they are not entitled to receive maternity benefits.

Table No. 4.34

Table showing number of employees who gets benefit of 'Employees State Insurance Scheme'

Sr. No	Category	No.of Employees getting E.S.I. (A)	No.of Employees Not getting E.S.I. (B)	Total = C (A+B)
1	Male	38 (95.00%)	44 (73.33%)	82 (82.00%)
2	Female	2 (05.00%)	16 (26.67%)	18 (18.00%)
	Total	40 (100.00%)	60 (100.00%)	100 (100.00%)

The above table gives information about number of employees getting benefit of 'State Insurance Scheme'. Out of 100, 40 employees are getting benefit of this scheme. In 40 numbers of employees 38 (95.00%) are male workers and 2 (05.00%) are female workers. On the other hand, it means remaining 73.33% of male and 26.67% female employees do not getting benefit of this scheme. From above explanation it is clear that 40% of employees are getting benefit of this scheme and 60% of employees are not getting benefit of this scheme. The graphical presentation is as follows.

Graph No 4.18 (Table No 4.34) Employees state insurance scheme

■ Number of employees getting state insurance scheme benefit
▨ Number of employees not getting state insurance scheme benefit

Number of employees getting state insurance scheme benefit 40%

Number of employees not getting state insurance scheme benefit 60%
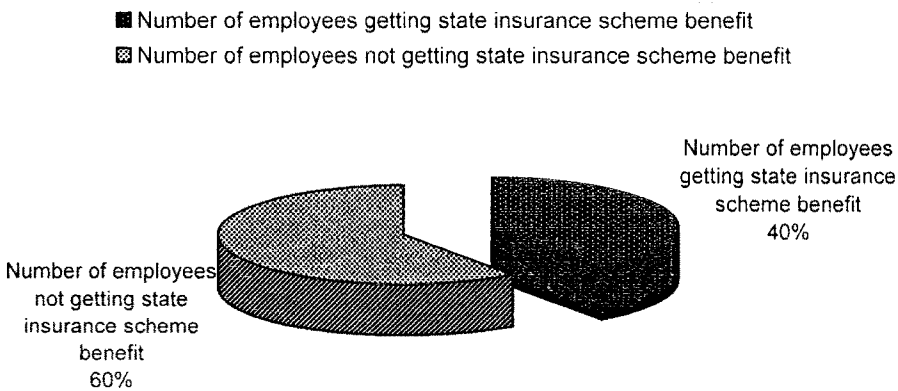
4.3 Testing of Hypothesis -

The researcher has tested working hypothesis based on inferences drawn on primary data.

1. The monthly wages of the employees working in small-scale industries are very low and inadequate.

The researcher has been observed through table no. 4.6, 4.7, 4.8 that the monthly wages of the employees working in small-scale industries are very low and inadequate, considering their nature of work, educational qualification, size of family, etc.

Therefore, above hypothesis is accepted. Hence, it is concluded that monthly wages of the employees working in small-scale industries are very low and inadequate.

2. 'In small-scale industries working conditions affect the health of workers.'

The researcher has been observed through table no. 4.11, 4.12 that working conditions in small-scale industries affect the health of workers. Therefore above hypothesis is accepted. It is conclude that workers' physical and mental health is being affected by polluted and unhygienic working conditions.

3. 'In small-scale industries 'Labour Welfare Activities' have been given less importance.'

The researcher has been observed through table no. 4.15, 4.16, 4.17, 4.18, 4.20, 4.22, 4.27, 4.30, 4.31, 4.34 that labour welfare activities have been given less importance in small-scale industries. These welfare activities are both, the statutory and non-statutory.

Therefore, above hypothesis is accepted. Hence, it is concluded that labour welfare activities have been given less importance in small-scale industries.