



Chapter No.

5

CONCLUSIONS
AND
SUGGESTIONS

CHAPTER NO - 5

CONCLUSIONS & SUGGESTIONS

5.1 Introduction:

Powerloom industry is one of the important industries in India. It contributes a lot in Indian economy. It also generates diversity in our daily lives, besides presenting regional designs and textures. The powerloom industry is basically a small scale industry mostly situated in urban and semi-urban areas of our country. Powerloom industry occupies a significant place in the industrial economy of our country. In Maharashtra this industry is playing a significant role in employment generation. In Maharashtra, Vita is one of the important centres of powerloom industry. However the growth of this industry in Vita is only quantitative and not qualitative. The growth of industry is totally depending upon the workers in this industry. The efficiency of workers is affected by work environment in that industry. Presently this industry is facing a number of problems such as labour absenteeism, labour turnover and labour shortage. Therefore it becomes necessary to study various aspects of work environment in powerloom industry in Vita to overcome such problems. The present study is an attempt in this direction.

Having discussed about various aspects of work environment in powerloom industry in Vita in previous chapters, this chapter deals with conclusions & suggestions.

5.2 Conclusions:

The conclusions drawn from entire study regarding the work environment in powerloom industry in Vita are as follows;

1) Noise:

High level of noise is very serious problem in powerloom industry in Vita. Majority of workers are suffering from such noise problem. Such high level of noise results in headache, low concentration & other effects. Workers are of opinion that certain machines such as earplugs, earmuffs should be provided from their owner as preventive measure. However no attention have been provided towards this. Only 3.67% of the workers are getting earmuffs as preventive measure in their powerloom shed.

2) Temperature, Humidity & Ventilation:

Most of the workers are facing hot temperature conditions in their powerloom shed. In addition to this in majority of powerloom shed humidity and ventilation conditions are poor. Such improper conditions are responsible for breathing problem, cough, and various other diseases like T.B. It was found that disease like T.B. is very common in this industry which arises due to dust and cotton specks in powerloom shed. However in very few powerloom shed masks are provided as remedial measure. Workers are also unaware of such disease and not interested in demanding such masks. This fact reveals that owners as well as workers in powerloom industry in Vita are not serious about health.

3) Lighting:

It was observed that lighting conditions in the powerloom industry in Vita are not satisfactory. General standards of lighting are not followed by powerloom owners in Vita.

4) Distance between two looms:

In Majority of powerloom sheds, the distance between two looms is not sufficient. The average distance between two looms was found as 2 to 3 feet. Many times accident occurred due to such low distance between two looms. The low distance also results in disturbance to work.

5) Shift Work:

Majority of workers in powerloom industry in Vita work in two shift. Shifts are rotated weekly. But majority of workers prefer to work in day shift. However it is not in the hands of workers to choose the shift. The workers who have to work at night shift are generally reluctant to work. This is also one of the reasons of labour absenteeism in this industry.

6) Health & Safety Conditions:

There is always possibility of minor accident in powerloom sheds. Lack of safety equipment & carelessness of workers are major causes of such accident. However no pre-planned provisions are made for that. In addition to this first aid boxes are also not found in nearly all powerloom sheds.

7) Physical Facilities:

It was found that many powerloom sheds owners were not providing enough physical facilities. The provisions of Factories Act were not followed properly. Latrines and urinals were not clean & in hygienic conditions. In many shed, there were not separate rest rooms for workers. There was also negligence regarding cleanliness at workplace. There were not separate canteen & bus facilities for workers.

8) Job Satisfaction:

It was observed that nearly 96 % of workers in powerloom industry in Vita are not satisfied about their job. The reasons behind that are bad working conditions, low wages, limited scope for the development etc. But among these causes, low wages is the major reason of job dissatisfaction. The results of such job dissatisfaction are very serious. It leads to absenteeism, labour turnover, low productivity etc. The workers are not happy by the measures taken by the owner to satisfy their wants.

9) Training Facility:

There was no separate training centre in Vita for providing training to workers in powerloom industry. The newly recruited workers observe the senior workers while they were working and get trained. However nowadays considering the importance of training some powerloom owners have started to employ separate trainer for training their workers.

10) Job Security:

It was found that there was 100 % job security to workers. This was due to shortage of workers in this industry. The workers are free to accept and left the job. However owners can not afford to lose their workers because getting new workers is very tough job for them. Workers themselves are not very serious about the job because this job is part time job for them as majority of workers are related to agricultural sector.

11) Motivation:

Some measures are taken for motivating the workers such as bonus at the time of Divali Festival, premium pay for overtime work, feast to workers, drawing facilities. However according to workers, these measures of motivation were not enough for them. They are expecting awards & prizes, pension, paid holiday & conveyance allowances for them. But these means are not affordable to owners. Workers are not promoted as supervisor, manager etc. Worker remains worker during his life time in this job.

12) Relation between Workers & Management:

It was observed that nearly all powerloom owners have not appointed separate persons for management. Owners and their family members are working as manager. Thus there is direct relation between workers and owners. There is informal relation between workers and owners. It means that there is not professional management in this industry.

13) Attitude of Workers toward Work:

As the worker remain worker in this job, their attitude toward work is negative. Nearly 92 % workers are of opinion that this job does not satisfy their all wants and they are reluctant to bring their children in this job.

14) Workers participation in Management:

There are various ways of workers participation in Management such as profit sharing, co-partnership, worker committees etc. However workers are given participation by suggestion system. They are not participated by other ways. Workers are only allowed to suggest some new ideas for production. They are not given any type of financial participation.

15) Group Formation:

There are only informal groups in powerloom industry in Vita. As there is not system of appointing separate persons for management such as supervisors, managers etc, workers are motivated to form informal group. It is also in favor of owners to have such groups in their shed as will create unity in workers. However there is absence of trade unions in powerloom industry in Vita.

16) General Conclusions:

The general conclusions regarding powerloom industry in Vita are as under; almost all powerlooms are owned by joint families in Vita to avoid excise duty on the production of powerlooms. Majority of powerlooms are old fashioned and follow traditional technology. The management in this industry is traditional. No separate staff is appointed for that. Owners & their family members act as manager in their powerloom sheds. Workers in powerloom industry in Vita are deprived from the Factories Act as implementation of this act is not made in this industry in Vita. This is because of number of workers working in a powerloom unit does not exceed 10 which is requirement of this act. No processing facilities are available in Vita. The owners have to sell their cloth through brokers. Therefore owners do not get adequate profit.

5.3 Suggestions:

In the light of the above conclusions following suggestions are made to improve the physical, social and psychological work environment in powerloom industry in Vita.

1) Noise Reducing Measures:

Industry should undertake proper plan to control sound pollution. Owners should provide the equipments like earmuffs, ear plugs etc. to workers as safety measure. These devices should be provided in sufficient number to the workers.

2) Maintenance of Ventilation, humidity & Temperature at proper level:

Measures like Air coolers, net on the roof of shed, ducting system etc. should be used for maintaining temperature & humidity at proper level. The number of windows should be increased for ventilation & getting fresh & natural air.

3) Following general standards of lighting:

General standards of lighting of lighting should be followed by powerloom owners. Sufficient number of tube lights should be provided in powerloom shed.

4) Proper distance between two powerlooms:

There should be at least 4 feet distance between two looms for easy movement & uninterrupted work.

5) Rotation of shift work according to convenience of workers:

As far as possible, shifts should be rotated according to convenience of workers. It will create more interest in the workers regarding their job.

6) Health & safety conditions:

Powerloom owners should provide necessary attention towards health & safety conditions in powerlooms shed. There should be sufficient number of health & safety equipments in powerloom shed such as gloves, fire vanishing machine, first aid boxes etc.

7) Provision of Physical Facilities:

For maintaining health of workers powerloom owners should provide required physical facilities to workers. There should be clean & cool drinking water, clean & hygienic toilets & urinals, canteen facility, separate rest rooms, bus facility for conveyance etc.

8) Satisfying the needs of workers at optimum level:

Attempt should be made to satisfy the needs of workers by way of providing them proper wages as per minimum wages act, good working conditions, participation in profit sharing, better life style and promoting them to higher post such as supervisor, manager etc.

9) Creation of training centre in Vita:

It is necessary to establish separate training centre in Vita for providing necessary training regarding job. Training should be given to existing workers as well as newly recruited worker. Sufficient stipend should be given to workers while they

are trained. This training facility will create new workers and develop quality of existing workers.

10) Motivating the workers:

Use of both financial and non-financial means of motivation should be made by powerloom owners. There should be friendly and co-operative relation between owners and workers. This will change the attitude and mood of workers as well create sense of satisfaction among workers.

11) Adopting professional management approach:

There is need of adopting professional approach by powerloom owners. This can be done by appointing separate manager, supervisor and accountants. This will automatically bring the modernization in this industry in Vita. It will also help the owner to concentrate on working conditions in their powerloom shed.

12) Support for formation of trade unions:

Trade unions are established for protecting the rights and interest of workers. However there is no trade union in Vita. But considering the importance of trade unions in present scenario, there should have at least one sound trade union in Vita. As the workers in powerloom industry in Vita are scattered and unorganized, such trade unions will create ground for fighting for their rights. Workers will become aware about their rights and duties too.

13) Support from government to powerloom owners:

Powerloom owners in Vita are ready to provide financial benefits to their workers but they are trapped in financial crisis. In order to provide financial benefits to powerloom workers state government should provide grants and financial assistance to powerloom owners.

14) General suggestion:

i) Enactment of Special Legislation:

There is need of enactment of special act for powerloom workers for safeguarding their interests. It is necessary to appoint special committee to see

whether provisions of Factories Act are properly followed or not. This will lead towards rigorous implementation of this act.

ii) Establishment of grey cloth processing units:

There should be grey cloth processing units like Ichalakaranji in Vita. It will create more job opportunities for society. It will also reduce cost of production of grey cloth as transportation cost will be reduced.

iii) Modernization of powerloom units:

It is need of hour that powerloom sector in Vita should adopt modernization. It will improve quality as well as quantity of production of grey cloth.

Summing Up

The powerloom industry in Vita is major industry and contributing a lot in the progress of this city. The growth of industry is totally dependent upon workers in this industry. Therefore it is necessary to satisfy physical, social & psychological needs of the workers. As the industry is facing very serious problem of labour shortage from last decade, it is now a time to pay attention towards all the factors of physical, social & psychological work environment. Creation of proper work environment will be also beneficial for owners, as satisfied workers will contribute the progress and growth of this industry. The above suggestions based on entire study will definitely help to improve the work environment in this industry and thereby improve the efficiency of workers. Proper follow up of the above suggestions will definitely lead this industry towards progress and prosperity.