

CHAPTER 5

CONCLUSION AND SUGGESTIONS

5.1 Introduction :-

Chapter has been concerned with detailed study and analysis of workers problem in garment industries with the reference of Khanapur Tehsil.

❖ Conclusion :-

1 *Salary :-*

Most of the garment workers are facing the problem of irregular salary. There is no any salary increment given by garment industry in the study area, to any workers.

2 *Statutory Benefit :-*

Statutory benefits like employee state insurance, Provident fund, Gratuity, fringe benefit, Pension and incentives denied for many of the workers in the industry.

3 *Loans & Advances :-*

Garment industries don't provide any types facilities to their workers, they only provide drawings, it means industries do not cooperate workers in their real problem.

4 *Participation in Management :-*

Industries do not participate their workers in decision making and management they underestimate their worker.

5 *Canteen Facility :-*

Industries doesn't provide good or hygienic canteen facility and they provide only tea facility for workers through canteen and don't provide breakfast lunch and extra food facilities.

6 *Medical Facility :-*

Industries neither provide medical facilities nor provided safety provision at work place.

7 *Leaves Facility :-*

Denial of leave is the one of very serious problem facing by garment workers, many of the dismissals were happening because of workers absence for their job worker, more often get absent to their regular work because of denial of statutory leaves.

8 *Social Activities :-*

Garment workers respect for self in neighborhood and participate their neighborhood event. But they don't participate any other social event excepting blood donation.

9 *Job Security :-*

Majority of the workforce don't have any job security in the garment industry. Dismissals are very common. The workers turn in any selected factory is almost 10 % in any given month.

10 *Stress Problem :-*

Garment workers are facing the organizational stress problem and external stress problems like inconvenient lighting, uncomfortable seating arrangement and improper ventilation.

11 *Workload :-*

Forced uncompensated overtime is very common in the garment industry. There is no fair practice in single unit about over time work. Each and every worker has experience of forced and uncompensated over time in their limited working experience.

12 *Minor accidents :-*

Workers are facing problems of minor accidents it includes injured at slippery place, cutting and bruising, fingers getting trapped into machines and injured due to splash of chemical.

Hazardous occupations include electrical and mechanical jobs and operators facing problem of electrical stock.

13 *Injuries :-*

It was found that a puncture wound was the most common type of injury. The commonest mode of suffering from these puncture wounds was by the needle entering the phalanx at the time of stitching. The other injuries are incised wound blunt injury, burns. etc.

14 *Physical Hazard :-*

Physical hazard like exposure to noise, heat, light etc and chemical hazards like exposure metal fumes are dangerous to workers.

15 *Major Accidents :-*

Accident happens in garment industries due to incautious work like fingers scratching, mild burns, deep cuts, fingers caught in machine, hand caught in machine and injury to eyes.

16 *Other health related Problem :-*

Workers suffer in garment industries due to chemical fumes like headache watering of eyes, Breathing and eyes problem coughing by small particles of dust.

17 *Occupational Related Disease :-*

Occupational related disease is repeated nature in the garment industries. The heavy physical work and bad working conditions are making the workers in garment industry vulnerable to the many

diseases. Most of the populations of the garment workers are migrated from the villages.

18 *Women Workers :-*

In most of garment industry 80 % women workers are working, 53 % women are unsafe in industries. Women working in industries work in uncomfortable position for long hours. 86 % women on night shift face commuting problem because lack of adequate transport arrangement by employer.

19 *Problem of women workers :-*

The various types problems are facing by women worker i.e. sexual harassment problem related to menstrual period, pain in the waist, pain in the legs, excessive blood flow, white discharge etc.

5.2 Suggestions :-

- 1) Garment industries should give regular salary to their workers and must be implement practices of fair wages to workers.
- 2) Garment industries should provide supplementary wage facilities i.e. incentives, fringe benefit, provident fund, gratuity etc.
- 3) Industries should provide not only monetary drawings but also loan facility.
- 4) Industries should allow workers to participate in important decisions because workers are essential part of industries and It will inspire them.
- 5) Industries should provide pure drinking water, canteen facilities and clean air for good health of worker.

- 6) Garment industries should provide medical leave, maternity leave etc and cooperate them in their problem.
- 7) Garment should arrange programmers, which are related to social work and inspire workers for it.
- 8) Garment industries should make some plans and policies for reducing workers stress problem & workload problem.
- 9) Garment industries should conduct health check up, awareness camps for the workers and make some plans and strategy for avoiding all types of injuries and accidents.
- 10) Garment industries should assert priority to the security of women workers and their health related problem should be attended on primal basis.