

CHAPTER- IV

FINDINGS AND SUGGESTIONS

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An attempt has been made in this chapter to give the major findings and suggestions of this research work

4.1 FINDINGS:

- 1) It is observed that, out of total sampled workers 49 percent workers in the young age group of 19to35 years, majority of the workers were in the working age group.
- 2) Out of total sampled 100 workers about 10 percent workers were illiterate, 22 percent of power loom workers were just had their primary education, and majority of 52 percent workers their secondary education. The percentage of higher secondary and graduate was 12 and 04 percent respectively.
- 3) It is noticed that, around 35 percent of the total sampled workers were form open category. The S.B.C., N.T. and OBC category workers were found in the same proportion (20%, 18%, 19%). The S.T. caste workers were comparatively less in percentage i.e. 8% respectively.
- 4) It is found that, out of total sampled workers 76 percent workers were married and one fourth workers were found unmarried category.
- 5) It is observed; about 89 percent workers mother tongue was Marathi and Kannada, Hindi and Other mother tongue of workers were found in the same proportion [i.e.3%, 04%, 04%]
- 6) Out of total sampled 100 workers 24 percent workers were migrated from neighboring villages, district and states.

- 7) It is found that, out of total workers 35 percent were belonging to joint family and 65 percent of them were from nuclear family.
- 8) It is found that out of total respondents 52 percent of respondents were staying in their own house and 48 percent of respondents were in rental house.
- 9) It is observed that out of total sampled 100 workers 77 percent of workers were having number of dependents between 02 to 04 members and 08 percent of workers were number of dependents 01 member and remaining 15 percent of workers were number of dependents 05 to 07 members.
- 10) It is observed that out of total number of sampled workers number of female dependents were also large compared to number of male dependents. A majority of 43 percent of workers were number of female dependents 01 member and the same proportion of percent 22 percent and 21 percent workers were number of female dependents 02 and 03 members and very few percent of workers were number of female dependents 05 members.
- 11) It is seen that 72 percent of total workers were having one or other habits. Smokers, Alcoholics and Tobacco chewer [24, 17 and 16% respectively] were comparatively more than the other habits and 28 percent respondents did not responded.
- 12) It is found that majority of the respondents had expressed. Favourable attitude towards family planning because of literacy and very few percent of the respondents do not have favorable attitude towards family planning because of respondents were illiterate.

- 13) It is noticed that, about 97 percent workers were getting their wages weekly. Very negligible 03 percent workers received their wages daily; none of them were getting wages monthly.
- 14) Out of total sampled 100 workers 86 percent workers were earning their monthly income of range of Rs.2000 to 3000, while 11 percent workers had their monthly income of range of Rs.3000-4000, and very few percent [3%] of workers had their monthly income of in range of Rs.4000-5000.

It is found that the maximum income of power loom workers were up to Rs.5000. The powerloom workers working in Ichalkaranji city were having a very marginal income which was quite inadequate to meet minimum basic needs.

- 15) It is found that a very small percent [02%] of the workers had their total family income of Rs.8000 and above. Family income in the range of Rs.2500-5000 and Rs.5000-8000 found that workers were in same proportion 47 and 48 percent, and very negligible 3 percent of the workers had their total family income less than Rs.2500
- 16) It is found that majority of the workers in powerloom industry i.e. 90 percent workers were taken advances in week from the employer. Very few percent of workers not taken advances from the employer. 54 percent of workers were taken advances less than Rs.500.
- 17) It is found that majority of the percent of workers were getting bonus 97 percent workers were getting bonus and 3 percent workers were not getting bonus.
- 18) It is revealed that, out of total 100 workers around 76 percent workers were having only one earner in the family, and 19 percent of workers were having two earning members in the

family. Their living and social status was exclusively depends upon the powerloom industry.

- 19) It is noticed that 18 and 27 percent of the workers had their monthly house rent expenses in the range of Rs.100-250. Near about fifty percent of workers were in rental house and house rent expenses were high and more facility in rental house.
- 20) It is found that near about 77 percent of workers had their monthly electric and fuel expenditure less than Rs.250. had not used any entertainment instruments and 23 percent workers had owned entertainment instruments and moveably properly.
- 21) It is observed that near about fifty percent of workers monthly personal expenditure was less than Rs.200. It may be because workers had habits and feeling of tiredness.
- 22) It is noticed that 15 percent of workers had their monthly education and health expenses less than Rs.250 majority 42 percent workers had their monthly education and health expenses in the range of Rs.250-500, 27 percent and 16 percent of them had their monthly education and health expenses in the range of Rs.500-1000 and Rs.1000-1500.

It is found that most of the workers aspire for education of their children.

- 23) It is found that 50 percent of the workers were having their monthly Food-Grain expenditure between Rs.1000-2000 and very small [06%] percent of the workers had their monthly Food-Grain expenditure of Rs.6000 and above.
- 24) It is found that majority of 62percent of the workers were having their monthly total family expenditure between

Rs.2500-5000 and very small percent of the workers were having their family expenditure less than Rs.2500 and 30 percent of the workers were having their total family expenditure in the range of Rs.5000-8000.

It is noticed that, the workers monthly family expenditure were more than their earning and the workers had no plan as far as their income and expenditure is concerned borrowing causes due to excess to income.

- 25) It is found that out of total sampled 100 workers 32 percent of the workers do not save at all. It may be because of low income and high expenditure and no capacity of savings. In fact it becomes difficult for them to meet their daily expenses.
- 26) It is found that majority of respondents had saved their money less than Rs.500 [42%]
- 27) It is found that, out of total sampled workers about 37% workers had taken loan from the employer [owner]. It is observed that none of the power loom workers approached neither credit society nor banks, and 12 percent of them had taken loan from friends and relatives, and 26 percent of them not taken a loan. The reason behind may be that the workers were found easy way to obtain loan from private persons without bothering the rate of interest and repayment.
- 28) It is found that great majority near about 50 percent of the respondents had taken loan between Rs.20,000-60,000 and 10 and 11 percent same proportion percent of the respondents had taken loan between less than Rs.10,000 and Rs.10,000-20,000 and very few percent (3 percent) of respondents had taken loan between Rs.60,000-80,000

- 29) It is noticed that, out of total sampled workers majority of workers [24percent.] had taken loan for the marriages of their dependents, 15 percent for their domestic difficulties. 13 percent for medical treatments 12 percents for built and purchasing the house and [10percent], very small percent had taken loan for education purpose of their dependents.
- 30) It is observed that, 64 percent of the workers owned the bicycles and 14 percent of them owned the motor cycles or other vehicles and remaining 22 percent were not owned any moveable property. It is recorded that none of them had land and any valuable moveable property. It may be because of indebtedness and poverty.
- 31) It is observed that majority of the workers had their sources of family use instruments. 65 percent of the workers had owned the mixture a source of family use instruments. Very negligible 01 percent of them had owned the freeze a source of family use instrument, and it is notable fact that 34 percent of the workers were not owned any source of family use instruments at their family.
- 32) It is found that 40percent workers in powerloom industry recruited due to own efforts and remaining 60 percent workers were recruited through friends, relatives and owner.
- 33) It is noticed that, out of total sampled [100%] workers almost all workers employment were temporary in nature.
- 34) It is observed that 85 percent of the workers length of service more than 10 years in powerloom industry and very negligible 15 percent of the workers length of service up to 10 years and none of the workers were given promotion

increments and other facilities. There is also absence of job security and job confirmation system.

- 35) It is found that, in the powerloom industry the workers were working more than 72 hours in a week. This is mainly because of piece rate wage system, which compels from more earning to work more hours.
- 36) It is found that 40 percent employers attitude was positive 20 percent of employer's attitude was negative, and more of the employers were in the intention to take more work from employees and not to provide facilities to the workers.
- 37) It is noticed that most of the respondents were changed their working unit or job place because of their personal problems and employment due to closure of the factory.
- 38) It is found that 46 percent of workers were having their physical problems and 21 percent of them were found sick of fever and weakness.
- 39) It is noticed that 83 percent of the workers were not accepted membership of the any trade union. It may be because they were not need to membership of any trade union and most of them were no contact with the trade unions.
- 40) It is found that, 84 percent of the total workers were not satisfactory with their working conditions. Only 16 percent workers were satisfactory with the working conditions. It is also observed that , more than 91 percent of total sampled workers were not satisfactory with their work facilities [welfare facilities]

4.2 SUGGESTIONS:

The suggestions and recommendations are made with a view to improve the socio-economic conditions of the workers in study area

- 1] It is suggested that, for creating awareness and sense of responsibilities, technical education should be given to the workers who are working in powerloom industry. There is direct relationship of education and sense of responsibilities. For improving workers the training facilities is essential
- 2] It is suggested that, importance should be given to provide more and more educational facilities to the children of workers. The higher secondary schooling facilities should be provided either by Municipal Corporation or by Social Voluntary organizations, for the betterment of the working community in the study area.
- 3] It is suggested that, housing co-operatives should be formed for providing housing facilities to the workers. It is observed that workers to stay in rental house and their rates were high. Housing scheme should be implemented either jointly employer or workers or subsidied houses through Governments.
- 4] It is suggested that, crating a working facilities to the female workers. It is observed number of female dependents were more compare to number of male dependents. If the female workers work in powerloom they assist the male workers in their work and also to meet the economic expenditure of the family.
- 5] It is suggested that, workers should be councelled on the grounds such as, celebrating rituals and religious activities,

traditions, bad habits, family responsibilities etc. Through counselling it is possible to make workers more aware in the respect of above matters. The voluntary organizations, and social workers should come forward as a counsellor.

- 6] It is suggested that the workers who are working on piece rates, they should also be given higher piece rate. It is clearly stated wages are only income source of the workers. So for improving economic condition and standard of living of the workers adequate wages should be given.
- 7] It is suggested that, apart from wages workers should be given other promotional incentives such as, attendance allowance, production and incentive bonus, shift allowance, overtime allowance and other performance awards, these promotional incentives are linked with efficiency of the workers.
- 8] It is suggested that, for cultivating and developing saving habits among the workers and providing cheap credit facilities, co-operative credit societies should be formed.
- 9] It is observed that most of the powerloom workers are working more than 72 hours in a week. It is suggested that, working hours should be regulated either by Assistant Labor Commissioner Office or by Factory Inspectors.
- 10] It is suggested that, workers should be given at least half wages during no electricity period in summer season. They do not have any other source of income except wages; they will be supported in no electricity period.
- 11] Labour laws and social securities are not applicable to the powerloom workers in study area. During sickness and

industrial accident's free medical facilities should provide through Employees State Insurance Scheme.

- 12] Leisure time is very important to be considered. At least a worker needs some rest and some kind of physical refreshment. Such refreshments help ease the tension and makes him ready to work efficiency when time for work comes leisure time can be utilized for different hobbies that workers may indulged themselves. These may be sports, music, reading, dancing, movies etc. It is therefore suggested that, such type amenities are made available to the workers as and when needed by the organizations and associations.
- 13] Recruitment of the workers in decentralized textile sector should be done through office of the Assistant Labor Commissioner and Employment Exchange Office
- 14] It is observed that shift in the decentralized sector operates for 12 hours. The workers are given a paid off once a week, on every Friday. The wage system to the worker is based on piece rate.