
CHAPTER VI
CONCLUSION & SUGGESTIONS

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INTRODUCTION :

This research study has previewed a detailed analysis of the economic problems of female workers in tobacco industry of Jaysingpur city, based on the findings are also given with Policy imperatives in order that the concerned Government and in order authorities can take up the matters.

6.1 CONCLUSION :

CHAPTER I :

Chapter I deals with Research design and methodology, statement of the problem, objectives scope and period of the study, sources of primary and secondary, data, and technique of sampling. We have also given the English version of the questionnaire which was drafted in Marathi for the convenience of female workers.

CHAPTER II :

Chapter II deals with status of female workers in India. We have also discussed conceptional Background, 'Work'. It's Definition, Formal information and organized, unorganized sector. Literacy and woman empowerment in which 50 % or more women were employed and female in India.

CHAPTER III

Chapter III deals with the profile of the female workers in Tobacco industry.

DEMOGRAPHIC CHARACTERISTIC OF THE FEMALE WORKERS :

1) NATURE OF WORK

Nature of work is continuously changed every day. That is hard some to female workers.

2) AGE STRUCTURE :

In the tobacco industry 42.9% female workers belong to age group between 20-35 years. It shows that a large proportion of female workers are experienced in young age group between 30-50 years. This clearly brings home the fact that female workers in tobacco industry constitute a reserve army of workforce ready to engage in unskilled and manual labour at a relatively young.

The preparation of female workers in the age group more than 50 is 20.9%. The female workers nearly belongs to old age group and these female workers are near about retirement.

3) WEIGHT

5.7% female workers are physically weak due to lack of good type of food and Nutrition. Largest group of female workers i.e. 83 % workers belongs to weight group between 40-59 Kgs.

6.7 % female workers are high weight group. As well as high weight disturbs their work and it may affect on the efficiency.

4) MARITAL STATUS

It is also noted that, there are no female workers who are unmarried, we can say that tobacco industry in Jaysingpur gives employment to the married and widow female workers.

5) MOTHER TONGUE

The proportion of Marathi speaking female workers is significantly high. 5.7 % female workers speaking in Kannada because those female workers come from neighbouring state of Karnataka.

6) EDUCATION

20 % female workers have only primary education. The proportion of female workers with secondary education is 3.8% and 76.2 % female workers are illiterate. It is clear that Tobacco industry includes illiterate female workers like other unorganized sector of the economy. This industry is also one of the important unorganized workers industry.

7) RELIGION

90 % female workers belong to Hindu Religion. Muslim Community accounts for 13.33% of the female worker. Only 0.95% female workers are from Jain Community.

8) CASTE

Nearly equal female workers belong to open and backward class i.e. 50.48% and 49.52% respectively.

9) TYPE OF FAMILY

More than 82.9 % female workers belong to divided family system. Due to low income level of the family by the order of head of the family these female workers may engaged in this tobacco industry.

10) SIZE OF FAMILY

The overall average size of the family is 4.4. The average dependency ratio of the female workers family is 3.4.

11) LENGTH OF SERVICE

38.10 % of female workers have a service length of more than 20 years and less than 40 years.

30.48% of female workers have put is more than 10 years and less than 20 Years. In other words, the compositions of female workers in terms of youth and maturity are more or less balanced.

CHAPTER IV :

In this chapter we discuss working conditions and Economic status of female workers under study. The main points of discussions are as follows :

1) WORKING CONDITIONS :

Working conditions includes different factors such as health facilities, humidification, temperature light, Ventilation, Security measures etc. also canteens bathrooms, drinking water lunch / breakfast room facility etc are included in this section.

In the tobacco industry of Jaysingpur, there are some facilities are given from employer to the female workers. But employer to the female worker. But employers are Luke warms about these facilities. 40% employer had provided drinking water facilities to their female workers. 50% employer has provided toilet and bathroom facilities.

There are Exhaust fan facilities, safety tobacco houses with sufficient light and good ventilation facility is provided by employer to the female worker to learn the work.

In tobacco industry of Jaysingpur city for the recruitment of female worker, no special method is being used. Recruitment is done on the basis of identification, Primary Knowledge and information of work.

2) WORKING HOURS :

In all the female workers have to put in 8 hours work per day for all the days of week. In fact, there is nothing like a scientifically planned out work schedule as such. Some female workers starts their work schedule quite early in the total number of working hours in 8 irrespectively of the beginning of the work.

3) NATURE OF EMPLOYMENT :

93.5% female workers get seasonal and casual employment. These female workers, in the off season of tobacco industry, they go hired farm hands for the local farmers. It is clear that near about 6.5% female workers are permanent.

4) WAGES AND RELATED ASPECTS :

The all of the respondents state that their payments are made on weekly basis, with the weekly bazaar day [Sunday]. Per day Rs. 43 [Rs.45 -date 29-05-06]. In case of same units the workers are paid advance and the balance is retained by the owner of the units to be paid to the worker at the time of end of the work season.

5) TOTAL EMPLOYMENT :

During the busy season of tobacco industry i.e. April, May and October, November all the female workers are fully employed in the tobacco industry. However in the of season spread between to June to August the go hired from hands for the local farmers. In the tobacco industry they get the job nearly 8 months.

6) TRANSPORT FACILITIES

It is to be noted that, fortunately employer has arranged a vehicle for the convenience of female workers to save the energy of female workers which wastes in walky journey to female workers.

However large proportions of female workers go to the work on feet only.

7) OVERTIME WORE WITHOUT REMUNERATION :

April, May, October and November month of every year is the season of this industry. In this season female workers wages are increased.

8) OVERTIME WORK WITHOUT REMUNERATION :

In all the female workers have to put in 8-9 hours work per day for all the working days of week. But they get payment only Rs 43 per day.

9) ANNUAL INCOME FROM ALL SOURCES :

75 % TO 80% female workers family members particularly their husbands and sons earn some income from private work, some member from the female workers family are engaged in tailoring, shoe-making and carpentry, etc.

Family income is defined as the total income of family of the female workers under study from all sources.

88.57% female workers reported that their annual income by all sources is Rs 10001 – Rs 40000.

Remaining nearly 25 % female workers family members are not engaged in any work. They are unemployed and depend upon the female worker.

10) BONUS :

97 % female workers gets bonus. Only those workers are eligible to receive bonus Rs 1400, who present at work at least 240 days in the year.

11) SAVINGS :

28.57 % female workers save in private weekly Bhishi/ chit fund. Some female workers save for transaction and more particularly for precautionary motive. Every week the female worker used to contribute a small amount as saving and after a particular period they would get the whole amount with interest.

12) LAND HOLDING :

Almost 13.33 % female workers in this industry have Land [Unirrigated] of Marginal land holders. And it is very far away from their working place. Economically it is not affordable to go to land and take income from this land as it is very low.

86.67 % female workers in this industry have to work in tobacco industry because they have no land.

13) DEBT PROFILE:

37.14 % female workers are indebted. The average debt is Rs.8717.

CAUSES OF DEBT

The low level of income and uncertain nature of employment are the main causes of debt of the female workers, they are unable to meet their basic necessities due to the constant, hike in the prices of the commodities.

14) ADVANCES

94.28 % females workers have taken advances from the employer, neighbors, relatives, money lenders etc, for marriage purposes, visit to the place of origin, social celebrations and festivals, health problem etc.

5.71% female workers have not taken any advances from the employer.

15) ASSETS OF THE FEMALE WORKER

20.95 % female workers live in rented house. 1.90 % of the female workers reported ownership of land, house and cattle. 4.76 % of them reported ownership of cattle and house and 59.04 % reported ownership of only house and 13.33% of them reported ownership of Land and House.

47.62 % female workers are the owners of movable assets e.g. Radio, Sewing machine, Lantern, Bicycle, Television, Furniture (Chair, Table, etc).

16) ORNAMENTS

The female workers have only ornament which was essential for the purpose of marriage ceremony as 'Mangal Sutra' offered by father or mother in Law.

17) HOUSE

79 % female workers live in the owned houses and these houses have only one or two rooms.

18) HEALTH AND FAMILY PLANNING ASPECTS

HEALTH :

It was found that in case of minor diseases like cold, flu, General weakness, chronic malnutrition, skin infections, tuberculosis, heart problems, etc, the female workers generally made use of medical facilities available at public dispensary.

FAMILY PLANNING ASPECTS :

a. AWARENESS OF FAMILY PLANNING :

Large preparations of the female workers are aware of the family planning programme.

b. ATTITUDE TOWARD FAMILY PLANNING :

95.23 % OF female workers reported favorable attitude to the family planning.

c. KNOWLEDGE OF FAMILY PLANNING TECHNIQUES:

The condom, loop, copper -T, Tablet, etc, these family planning techniques are not ignored by female workers.

It generally seen that most of the female workers now a days get information regarding family planning mainly from Primary health centre, Private hospitals and Doctors etc.

d. THE ADOPTION RATE REGARDING FAMILY PLANNING:

88.57 % female workers adopted of family planning operations of Vasectomy or Tubectomy type.

19) FEMALE WORKER AND TRADE UNION :

a. MEMBERSHIP

All female workers are the members of Lal Bavata Kamgar Union of the Jaysingpur Branch.

b. TRADE UNION AND ECONOMIC CONDITIONS

Lal Bavata General Kamgar Union try to increase the wages, bonus helps to gets benefits according to legislation.

c. SATISFACTION ABOUT UNION WORK :

Female workers know the importance of their trade Union. And they are satisfied by their trade Union work.

d. TRADE UNION AND POLITICAL PARTIES :

Lal Bavata general Kamgar Union is not related to any political party. But this union is affiliated to INTUC on National level. The local leader of this union told that, to get facilities to the labour according to the labour legislation, it is necessary to relate their union to the ruling political party.

CHAPTER V :

Chapter V deals with income expenditure profile.

99.05 % female workers earning per month is between Rs.501 and Rs 1500 /-.

a) ANNUAL INCOME FROM ALL SOURCES :

75.24 % female workers annual income from all sources is between Rs. 10001 to Rs 30000 And 18.09 % female workers reported that their annual income by all sources is Rs. 30001 to Rs 50000/-

b) EXPENDITURE

PURCHASE OF MAJOR CONSUMPTION ITEMS :

76.20 % female workers are the ration card holders of Government Public distribution system, but it is surprising to note that, these female workers never brings any type of foodgrains from government public distribution system. And they purchase foodgrains from open market which is better quality and at a low price.

c) SPECIFIC FOOD CONSUMPTION :

55.63% of the total expenditure of the female workers is incurred on the satisfaction of the total food requirement of the family.

25.56 % of the expenditure was spent on clothing, Education, House rent and Repair, Fuel, Electricity, repayment of Loans, etc.

Remaining 18.81 % irregular expenses also include expenditure on Health / Medicine. Travelling and social ceremonies, entertainment and others the habit like tobacco & Pan, etc. The actual spending of money and control of the purse as either in the hands of husbands or both.

6.2 SUGGESTIONS :

The problems identified above with adequate data support in the study lead us to the following main suggestions.

- 1) **Legislations :** Separate legislations are required to be passed to protect the interest and rights of female workers in the tobacco industry.
- 2) Care should be taken to see that the various labour laws e.g. the payment of wages Act 1946 the Minimum wages Act 1948, the Migration Act 1980, the contract Labour Act 1970 etc. are strictly applied to and enforced in the Tobacco-Industry. We are making this suggestion mainly for the reasons that in our conduct of the sample survey, we observed a total neglect or indifference in these respects.

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- 3) We have a specific recommendation to make with regards to the wages of the female workers in the tobacco industry.
 - 4) Organisation : The female workers should be encouraged to organize trade unions, locally and federally so that their collective bargaining power improves and leads to better economic and social treatment by the employers.
 - 5) The employment in tobacco industry is seasonal by the nature at location of the industry. As a result the female workers have to remain more or less unemployed during off season period. We feel that some regular and institutionalized agency for the provision of off-season employment should be started by the concerned authorities.
 - 6) More than 55% of the expenditure of the female workers is spent on basic consumption items like foodgrains etc. It is, however, to be noted that all of the female workers pay higher prices for these basic consumption goods in open market. This reduces their capacity to spend on other essentials. To avoid this problem it is suggested that formation of a Co-operative consumer-cum-Credit society by the female workers will prove to be a step in the right directions. It will also reduce the dependence of the female workers on the employers for advances, which lead them Indebtedness.
 - 7) The tendency of women portraying themselves as "Poor me" should be changed.
 - 8) A mother's education will have a stronger impact on the health of her children than does the fathers. Education is the important sphere which needs to be looked into as it is closely

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- related to the opportunities for women's upward social and economic mobility, health and nutritional status.
- 9) There is an urgent need to bring about drastic changes in society's attitude towards widow's their rights to assure empowerment and implementation of their legal rights.
 - 10) Women living with authoritarian in laws and alcoholic husbands would leave their homes temporarily or permanently if some shelter is available to them. Hence, voluntary organizations providing such accommodation to women have to publicize their scheme.
 - 11) Strengthening and increasing voluntary organizations which could take up individual women problems with the help of other organizations is necessary.
 - 12) Assistance in finding employment and child care facilities and immediate financial support is the need of the suffering women. Hence steps should be taken to ease out the way to get employment for them.
 - 13) The state should initiate appropriate steps on ensure old age benefits and life and other kinds of insurance benefits to the female workers.
 - 14) Insurance and Medical benefits have to be provided to the female workers properly security of job should also be guaranteed through proper social control measures.
 - 15) A scheme of Co-operative housing wherever possible may be implemented by government, banking and private individuals and voluntary agencies.