Chapter V

SUMMARY, CONCLUSIONS AND SUGGESTION’S

This Chapter highlights on the overall summary of the present study, Major conclusions drawn by the researchers and important suggestions made by the researchers to overcome the problems welfare Schemes, Industries safety and corporate Social Responsibility towards skilled and unskilled women workers in Maharashtra.

After a careful presentation of the introduction and concept of welfare Schemes, Industries safety and corporate Social Responsibility towards skilled and unskilled women workers in Maharashtra. This study finds some conclusions about different aspects of the topic under consideration and observations about the survey made so far. The conclusions drawn in this chapter are based on the primary and secondary data collected and concerned parties interviewed during the field survey and systematically analyzed in the different chapters. The hypothesis has been tested and verified with the object of this research work. Recommendations are made after a detailed and objective analysis of the welfare Schemes, Industries safety and corporate Social Responsibility towards skilled and unskilled women workers in Maharashtra therefore, are related to the improvement in welfare Schemes, Industries safety and corporate Social Responsibility towards skilled and unskilled women workers in Maharashtra.

This chapter is divided into four different parts i.e.

A) Summary of the present study.
B) Major Conclusions
C) Important Implications and.
D) Overall Conclusions
A) Summary of the present study.

1) Introduction

The chapter first deals with the introduction. It gives the detailed information about the significance of the study, objectives of the study, hypothesis tested, research methodology with collection of data and the presentation of the study.

2) Review of Literature

This chapter deals with the overall review of the literature available on the particular topic. Literature is the most important part of any research. In this topic, the review is taken of articles and books regarding the research topic. This chapter is divided into two parts i.e. Review of Research Articles, Review of Books, thesis and other related published or unpublished literature on this particular topic.

3) Legal provisions for the women welfare and safety


4) Data Collection and Analysis.

This chapter includes the data analysis and findings. The chapter highlights the employment status of the women workers in the Marathwada region, safety practices for the women workers and its effectiveness . The chapter also gives the overview about the implementation of the welfare practices in the industrial sector of the region. The motivational practices are analyzed for the women workers .the chapter also highlights the problems of the women workers in the companies.To analyze the data mean , percentage , standard deviation and coefficient of correlation techniques are used . To test the hypotheses Z- test and F-test have been used.
6) Summary, Conclusions and Suggestion’s

This Chapter highlights on the overall summary of the study, important conclusions drawn by the researchers and important suggestions made by the researchers regarding to this study.

Major conclusion:-
Status of employment of the women workers in the Marathwada Region

1. Most of the women workers in the contract job.

25.14 % of the women workers are doing permanent job and 27% of women are on the temporary job. 47.85% of the women are contract workers. This indicates that around 50% of the women from the sample are the contract job.

2. Working in the shifts is not major problem for the women.

39.42 % of the women workers never work in shifts whereas 41.28% of the women workers sometime work in shifts. 19.28% of the women always works in shifts. 82.42 % of the women workers responded that they do not work in the night shift. 17.57% of the women workers works in night shifts. All women workers working in the night shifts responded that their company provides them security while working in night shifts.

3. Women workers works in all types of employment.

6% of the women works in office / administration, 19.71 % of the women works in production, 18.28% of the women works in packaging section, 4.71% of the women works in store section and 4.85% of the women works in housekeeping section. This indicates that women workers are present in all types of jobs.


Majority of the women workers i.e 89.71% responded that they get weekly holiday.

5. Women workers are not organized.

17.85 % of the women workers are the members of the trade unions. Thus women workers are not organized.
Effectiveness of the safety practices for the women workers in the industrial sector in the Marathwada Region.

1. Safety practices are the basic requirement for almost half of the women workers.
   
   50% of the women workers does not requires safety equipments.50% of the women workers responded that their job does not includes cleaning, lubricating or adjusting any part of a prime mover or of any transmission machinery in motion.28.57% of the women workers responded that their job includes cleaning, lubricating or adjusting any part of a prime mover or of any transmission machinery in motion.

2. Sexual harassment committee is ineffective in the companies
   
   70% of the women workers not aware about the presence sexual harassment committee in their company. 12.85% of the women workers responded that sexual harassment committee in their company is active. 17.84% of the women workers responded that sexual harassment committee in their company is not active. 98% of the women workers responded that their companies do not provide the separate transportation facility for women workers. Thus the above analysis shows that the women workers are not even aware about the presence of sexual harassment committee in their company.

3. No separate transportation facility for women workers
   
   2% of the women workers responded that their companies provide the separate transportation facility for women workers.

4. Overall safety practices for women workers are not effective in the industrial sector of Marathwada region.
   
   40 % of the women workers are agree that their company’s management is cautious about the safety of the women workers. This factor scored mean of 2.1136% of the women workers agreed that management has well written policy for safety of women workers. This factor scored mean of 2.01 28 % of the women workers agreed that management creates the awareness among women about safety and welfare policies the company have. This factor scored mean of 1.62 35 % of the women
workers agreed that management strongly implements the policies they have for women employees. This factor scored mean of 1.81 30% of the women workers agree that management is stringent for using safety equipments. This factor scored mean of 1.71 33% of the women workers feel secured about the transportation facility the company is providing. 14% of the women workers responded that the information about the Anti-sexual harassment committee is displayed in the company premises. 34% of the women workers responded that anti–sexual harassment committee in their company is prompt in the action if any complaint by woman worker. Workplace safety and security motivates only 34% of women workers to work in their company.

Welfare facilities for the women worker in the industrial sector of the Marathwada region

1. Separate toilet facility for women workers
   Almost all women workers responded that their companies provide them separate toilet facility

2. Industrial sector lagging behind in welfare facilities
   87.1% of the women workers responded that their companies does not provide separate rest room and change room for women. All respondents responded that their companies does not provide feeding room 92. 8% of the responded that their companies does not provide crèche facility. All respondents responded that their companies does not provide separate washing facilities 48.57% of the respondents responded that their companies does not provide the paid six months maternity leave and 35.71% of the women workers are not aware about this legal provision. 74% of the women workers are responded that the company does not provide flexible working time for the rest during pregnancy.

Effectiveness of the facilities and motivational practices for women workers in the industrial sector in Marathwada region.

Facilities and motivational practices for women workers are not effective in the region. The companies do not have provision for the flexible working hours, gender discrimination in career advancement, rewards etc.

1. No flexibility in working hours.
15% of the women workers responded that their company has provision of the flexible working hours for the women workers. This factor scored mean of 1.51.

2. Discrimination at workplace

86% of the women workers agree that there is gender discrimination in wage/salary. 89% of the women workers responded that their company does not give them equal opportunities to women workers in career advancement. 73% of the women responded that there is gender discrimination in rewards and recognition.

3. Lack of support to the women workers.

71% of the women workers responded that their company does not provide support and guidance for work-life balance. 89% of the women responded that their companies do not provide support for higher education. 89% of the women responded that their companies do not provide support and counseling for stress management. 82% of the women workers responded that their companies do not provide recreational facilities. No company provides reservation for women in recruitment. 20% of the women workers find conducive working environment for women in their companies. All factors related to effectiveness of the facilities and motivational practices for women workers in the company scored mean below 2.00.

The problems faced by working women.

Working women many problems like time management, stress, discrimination, harassment and insecurity. More than half of the women responded that they are not able to manage time effectively and not able to give time to family. 80% of the women do not able to work in night hours or night shifts because of family resistance. 60% of the women workers feel tired due to long working hours. Half of the women feel stressed due to work and family responsibility. 37% women are not able to do heavy jobs. 60% of the women face gender discrimination at workplace. Non-cooperation from male employees is also one of the critical problems of the women workers as 80% of the women workers face this problem at their workplace. Workplace harassment is also a major issue for the women workers. 65% women feel insecure while travelling.

Awareness of the following legal provisions among women workers
Awareness among women workers about the legal provision are very low. 31. 4% of the women are aware about the provision that no woman shall be allowed to clean, lubricate or adjust any part of a prime mover or of any transmission machinery in motion. 45% of the women workers not aware about it. 40% of the women aware about the Provision for separate latrines and urinals for female workers and 13% are not aware about it. 40% of the women workers are not aware about the provision for separate washing facilities for female workers. 33% of the women workers are not all aware about the provision for crèches. 39% of the women workers are not all aware about the provision of six month maternity leave. 44% of the women workers are not all aware about the provision of flexibility in time for feeding. 37% of the women are not at all aware about the provision for separate change and rest room. Average mean scored for the awareness among women workers about the awareness about the different legal provisions available for them is 0.907 out of 2.00.

Impact of the age and type of job on the awareness among women workers about the legal provisions.

No significant impact of the age and type of job on the awareness among women workers about the legal provisions.

Findings

1. Hypotheses Testing

1. Hypothesis 1:
   Industrial safety practices for women workers are not effective in the industrial sector of Marathwada region.
   Z-test has been used to test this hypothesis.
   The hypothesis is accepted and we concluded that industrial safety practices for women workers are not effective in the industrial sector of Marathwada region.

2. Hypothesis 2:
   Facilities and motivational practices for women workers are not effective in the industrial sector of Marathwada region.
   Z-test has been used to test this hypothesis.
The hypothesis is accepted and we conclude that facilities and motivational practices for women workers are not effective in the industrial sector of Marathwada region.

3. Hypothesis 3:
Women workers do not face any personal as well workplace problems.
Z-test has been used to test this hypothesis.
The hypothesis is rejected and we can conclude that the women workers do face many personal as well workplace problems.

4. Hypothesis 4:
Women workers in the Marathwada region are not completely aware about different legal provisions for them.
Z-test has been used to test this hypothesis.
The hypothesis is accepted and we conclude that the women workers in the Marathwada region are not completely aware about the different legal provisions for them.

5. Hypothesis 5:
There is no significant difference in the safety practices for women workers among districts of the Marathwada region.
F-test has been used to test this hypothesis.
The hypothesis is accepted and we can conclude that there is no significant difference between the safety practices for women workers among districts of the Marathwada region.

6. Hypothesis 6:
There is no significant difference in the safety practices for skilled and unskilled women workers in industrial sector of the Marathwada region.
F-test has been used to test this hypothesis.
The hypothesis is accepted and we conclude that there is no significant difference in the safety practices for skilled and unskilled women workers in industrial sector of the Marathwada region.
Important Implication

Health Care Facilities

Despite the vastly improved infrastructure in terms of dispensaries and hospitals, health and sanitation facilities on many estates are unsatisfactory. Malnutrition, dysentery, respiratory infection, anaemia etc. continue to make health problem

Health Education

The quality of life in any community is determined by its literacy level and health awareness. An educationally backward group becomes subservient to its traditional social, cultural and religious beliefs and practices. Life styles in regard to food habits, personal hygiene and environmental sanitation, illness etc. are deeply rooted in the customs of such people. In such a situation, the promotion of health should start with educating the community on what really health is. They must be convinced that health cannot be provided but can only be acquired through their active participation. They should be motivated to adopt a life style that ensures not merely the absence of illness, but also an optimum level of physical quality of life.

Maternal Health Care

Maternal health care foms a very important component of plantation health services, because women employ a large number of women. Antenatal care, natal care, post-natal care, breast-feeding, weaning and nutrition of the mother and child are the various components of maternal and child health care.

Child Welfare

Children are the assets of s nation. Investment in children represents investment in human capital. The first five years of life are the formative years of a person. Malnutrition leads to inany diseases of childhood which can leave the individual permanently crippled or ill. Improved conditions of family and community life can help overcome many dangers of childhood. Minimal preventive health measures, improved water supply and sanitation, cleanliness in the home, basic maternal and child health care, better nutrition, immunisation etc. will help the child to develop his full potential. The corner-stone of the child welfare -programme in the women is the creche, which caters to children between ages 6weeks and 5 years.
Housing

Housing facilities provided in the women must consider the specifications and standards laid down by the respective State Government, the illness pattern in the population and location and nature of the source of drinking water. Incidences of respiratory illness can be reduced by installing smokeless chimneys in the houses provided. Less quantity of firewood is needed for this and the workers have to spend lesser time for collecting firewood. Moreover, houses will be cleaner and maintenance easier.

Water Supply

An adequate supply of water for drinking and household use is a basic prerequisite for health and welfare. Further it reduces the time spent by workers to collect water from distant places. Many water borne diseases like typhoid, dysentery, jaundice etc. can be reduced by the supply of adequate quantity of safe drinking water.

Nutrition

The success of any programme on nutrition consists of creating an awareness in the community of food habits and their interrelationship with health. Information on balanced diet, additional food requirements during pregnancy, lactation and for growing children, cooking methods to preserve nutrients, family budgeting etc. are to be provided to these women.

Family Welfare

The system of family employment obtaining in women has made this sector the largest employer of women workers. Majority of these women workers are married and in the reproductive age group. There is the possibility of higher birth rates in this sector as these women are illiterate.

Leisure Time Activities

The formation of recreation clubs for workers to cater to the interests of both men and women can be encouraged by the management. Both indoor and outdoor games can be arranged in such clubs. Libraries with newspapers, popular magazines, informative booklets on family welfare etc. can be sources of knowledge and
recreation. Moreover, functional literacy classes for adults and school drop-outs and tuition classes for children can be arranged in the clubs.

**Women's Club**

Formation of women's clubs for educating the women and mothers on nutrition and health education is another area to be considered in planning leisure time activities for these women workers.

**Welfare Audit**

To evaluate the health and welfare aspects of workers, arrangements must be made in the women. The management must implement such Welfare Audits to assess the present situations objectively, to plan future strategies and priorities and to seek community level intervention in upgrading the standards existing in the women.

**Regular Reviews and Necessary Follow ups**

There should be regular conferences convened by the Government and the concerned departments to view the policies and programmes implemented for the uplift and development of the women workers. In the review meetings and the necessary follow ups, the involvement of the women workers at least in the representative capacity should be ensured.

**Overall conclusion:**

Government should invest liberally, rather than withdrawing in government educational institutions, providing technical/professional training; more specifically, training to females. Not only in universities but even at college and school levels, there should be employment exchanges, which provides information regarding availability of jobs.

The focus should be to strengthen policies to empower women to emerge from the poverty syndrome and to increase access to better economic resources by encouraging them to participate in skill-based productive economic activities. Social security still eludes most workers in the informal sector. The problem is more acute
for women workers. The lack of capital assets, low and irregular income, sickness and other contingencies, poor working and living conditions and lack of outside linkages and opportunities for skill upgradation- all these interlinked factors drag these women into deprivation, trapping them in the vicious circle of poverty. The success of labour welfare can be achieved through the combined effort of the government, the judiciary, the people, media, NGOs and last but not the least, the labourers themselves, who should be aware of their rights, and of course, their duties also. In the end it is suggested that rather than killing the public sector, its efficiency and performance should be improved. Because quality of employment in formal/organised work is for better than the quality of work/employment informal/unorganised sector. So educational infrastructure should be strengthened. Hence role of government is very crucial to improve quality education which leads to human capital formation, to be used in labour market. Private sector needs to be regulated to generate quality employment opportunities especially for the females.