CHAPTER-8

SUMMARY OF FINDINGS, SUGGESTIONS
AND CONCLUSION
SUMMARY OF FINDINGS

The present study aims to explore the problems and prospects of rice mill workers sociological analysis workers in Raichur district generally belong to low-socio-economic background and are illiterate. Their views about disease, medicine and health are generally affected by socio-cultural characteristics of the society. Under such circumstances the problem of fulfillment of the workers in the rice mill expectations becomes one of the most important issues in the understanding of the employers and workers. The present study also aims to explore this phenomenon. The nature of data from primary source is experience of the incumbents, that is, what they have actually experienced and what they expect’ it to be. Hence, a general impression that it is an attitudinal study cannot be avoided. The data for the present study have been collected through the use of interview schedule. Samples of 300 rice mill workers were selected from Raichur district.

MAJOR FINDING OF THE STUDY

The present chapter studied and poses certain problems which have been formulated in the form of hypothesis some of the major hypothesis and the findings of the study are as follows:

1. It is observed that according to age group 10.67 per cent of the falls in below 25 years age group; followed by 35.33 per cent of respondents falls in 26 to 35 years age group; whereas 29 per cent of the respondents falls in 36 to 45 age group 21 percent age group followed by 46 to 55 years and only 4 per cent respondents falls above 56 years of age group and according to religion wise Hindu consisting of 61.67 percent whereas 6 percent belongs to Muslim, 3 percent belongs to Christian, and 29.33percent respondents belong to other religions i.e. Buddhist,
Jain, Sikh. Etc. and it is observed that Hindu religion workers are more in the rice mill in the Raichur district rice mill.

2. As regarding marital status of workers 83 per cent of the respondents are married followed by 15 per cent are unmarried; 1.33 per cent are divorced and only 0.67 per cent respondents are widow and their type we of the family expressed that 6 percent of the respondents are staying in joint family and remaining 94 percent of the respondents are staying Nuclear family in the study area.

3. As regarding type of family 6 percent of the respondents are staying in joint family and remaining 94 percent of the respondents are staying Nuclear family in the study area and 74.67 percent respondents come from rural area whereas 25.33 percent respondents come from urban area and most of the respondents were come from rural and according to land Out of the total respondents constituting 82.72% had Small farmers (up to 4 acre) whereas 17.28% respondents consisting landed property of Large farmers 4+ acre). This table reveals the financial condition of the respondents is very poor.

4. Analyzing the sufficient of family income It is observed that 54.66 percent expressed their opinion more than sufficient of family income to cover all expenditure, where as 45.34 percent respondents expressed their opinion about not sufficient of family income and 59.56% respondents who stated that borrow loans whereas 16.18% respondents said Family members also works and followed by 24.26 percent respondents said Limit the expenses.

5. Investigation the influence of workers family annual Income in the study area 38.33 percent respondents annual income is Rs. 50000 to Rs. 1 lack whereas 61.67 percent respondents family annual income is More than Rs 1 lack and it is observed that this annual income very low of rice mill workers and according to educational wise 2.67 percent of the respondents are illiterate, 94 percent educated up to a level of primary
and high school, where as technical and ITI/Diploma education are 2.33 percent and constitute nearly 2 percent have learned any other course.

6. It is observed that 83 percent respondents said our children attend the school whereas 17 percent respondents said our children did not go to school and it is observed that most of children goes to school and college and 94% respondents said we get educational facilities to your children at the working place followed by 6% respondents said we did not educational facilities to your children at the working place.

7. In the study it is also observed that service of the workers or how many years you are working interviewed 6 percent respondents indicated that they had expressed from last year we have been working whereas 77 percent respondents said we have been working from 6-10 years of experience with the rice mill followed by 7 percent respondents said that we have been working from 11 to 20 years and only 7 percent respondents expressed we have been working from 21 and above years and according to rice mill workers working hours per day Mostly rice mill workers 43 percent respondents have daily working 8 hour work day, whereas 44 percent respondents said we have been working in a day 9 to 10 hours and 13 percent workers said we have been working in a day did 11 to 12 hours.

8. As regards the question of work experience Majority of the respondents 38.33 per cent had suggested that Based in skill followed by 56 percent respondents said that Based on work experiment 4.33 percent respondents said Through and 1.34 per cent respondents and 46.33% respondents work is manual whereas 53.67% respondents work is Non manual and it is observed that most of the respondents were non manual workers.
9. It is observed that work experts most of the respondents i.e. 60.67 percent respondents felt that they have Self learning and experience of their work whereas 16.33 percent respondents said Help from colleagues to expertise in the work and 23 percent respondents said we have experts in work by guidance from experts.

10. It is also observed that feeling after working hours 14% respondents said Feel fresh to attend family work whereas 7 percent respondents feel in Stress, Burn out and Fatigue followed by 69.33 percent respondents expressed their opinion about regular and routine work and only 9.67 percent respondents said any other reasons.

11. It is observed that 96 percent respondents get bonus whereas only 4 did not get the bonus and they told we are the fresher’s to this rice mill and Survey of the investigation revealed that 90.67% respondents have expressed that group life insurance policies facility available in the rice mill and only 9.33 percent respondents said did not group life insurance policies facility available in the rice mill and also 82.72% respondents who stated that they Family life insurance policy holders whereas 11.39 percent respondents said Life insurance with no medical followed by 5.89 percent respondents said High risk life insurance.

12. It is also observed that 96 percent respondents have expressed that their presence satisfactory about relationship between workers and management and 04 percent respondents have expressed not satisfactory relationship between workers and management and most of respondents were satisfactory about relationship between workers and management and also 93.67 percent respondents expressed that the relationship with co-workers in rice mill is satisfactory followed by 6.33 percent respondents said Not satisfactory relationship with your co-workers in rice mill.

13. As regarding facilities you get in your work place in work place what are problems the majority of 8 percent respondents expressed about Pure
Drinking water problem, 66.33 respondents expressed about safety and security problems and 6 percent respondents opinion that health/Doctors/first aid problems and lastly 9.34 respondents expressed about shelter problem and lastly 9.34 percent respondents said about Environmental pollution problem.

14. Various Problems faced by rice mill workers family when they are on work 16 percent respondents expressed about salary/Financial problems whereas 52 percent Feeling that More work less salary about 30 percent feel that t Basic necessities, and 2 percent respondents feel about Exploitation problem in the study areas and in this study it is observed that employers taken the more work and give the less salary to workers hence their annual income is very low.

15. The analysis regarding feel about health problem 23.33 percent respondents expressed that health problem is Bronchitis/Asthma respiratory problems, 36.33 percent respondents opinioned about Allergy followed by 17.34 percent respondents stated that deafness problem whereas 16 percent respondents stated that indigestion problem and 7 percent respondents expressed about any other health problems in the study area.

16. It is observed that according to the pollution 11.33 percent respondents were strong opinion that Water pollution 35 percent respondents said Sound pollution followed by 24 percent respondents said that Air pollution and remaining 29.67% expressed their feeling that they should also get Heat Environment in the rice mill and 27.33 percent were Fine by health 69% respondents said that they were suffer illness occasionally and remaining 3.67 percent respondents were found to any other health status they want medical care and treatment towards promoting health to satisfactory.

17. It is observed that 7.67 percent respondents, are they suffering from Breathing problem whereas 23.67 percent respondents opinioned that
Sound pollution followed by 34.33 percent respondents said fell illness by Body pain 8.33 percent respondents opened that fell illness by eyes problem and 26 percent respondents fell illness by back pain.

18. As regards the condition of rice mill during working hours 17.33 percent respondents said that condition of rice mill during working hours is Heat followed by 59.33 percent respondents said that during working hours condition is Dust Other respondents 23.34 per cent respondents said that during working hours condition is Disturb and 80.67 percent respondents have stated that Free health treatment in industry followed by 2.67 percent respondents said that we get Medical Reimbursement and 16.67 percent respondents expressed that It is our responsibility and also Survey of the investigation revealed that 92 percent respondents have expressed that good health and only 8 percent respondents have expressed their poor or unhappiness about rate your working conditions in terms of occupation health.

19. As regards the facilities you get in your work place 19.33 percent respondents felt highly satisfied about Rest room facilities you get in your work place 35.33% respondents it is found that they were Security facilities get in your work place and 45. 34 percent respondents said that Basic amenities facilities get in work place and 9.33 per cent respondents said that Full treatment without salary/wages other respondents (87 per cent) said that Full treatment with wages.

20. It is observed that 60.67 per cent stated that in case of accident and consequent disability/death of any employee, what compensation given to such employees by rice mill they said Job to his wife/children 39.33 percent respondents were of the opinion that they get Financial compensation and 8 per cent respondents stated that Health checkup at regular intervals organized. There were 33.67 per cent respondents who stated that Health check up camps occasionally and A majority of the
respondents (58.33 per cent) stated that Allow employees to attend such camps outside the work place.

**SUGGESTIONS**

In this section an attempt is being made to provide suggestion package in the light of the above findings of the present study to solve the workers problem in rice mills of Raichur district.

1. It is suggested that welfare facilities should be solved Maintenance of housing, children education, washing and sitting facilities can be implemented and Sanitation facilities must be improved by considering hygienic conditions at the work Place.

2. The workers suggested that increase salary. The present allocation is too meager and as a result the resources are thinly spread over a number of schemes producing no tangible result. Therefore, it is necessary to double the budget allocation for the welfare of the workers in the rice mill.

3. Workers work conditions should be improved by management. Employers should take regard of workers health. The normal eight working hours should be observed and not twelve working hours as is currently done in the rice mills if high productivity is to be realized. Proper work facilities and protective facilities should be given to workers.

4. It is suggested that working environment should be improved to attract the man power. And it is suggested that Annual and festival bonus has to be increased and also Loans and advances has to be improved which helps the workers for satisfying Financial needs.

5. Workers suggested state government should give opportunities of rural workers to participation in income generating activities is believed to increase their status and decision making power with empowerment.
6. Respondents suggested about Medical facilities should be improved to workers. And Activities like sports should be improved for workers and also working environment should be improved to attract the man power.

7. Every rice mill should have a well defined catchment area which prescribe is area of operation.

8. Every rice mill should have a department of community health to mobilize interest, expertise and direct interaction, on one side, with the clinical services and on the other side, with the communities in its catchments area. The department should have a multidisciplinary composition and foster and encourage teamwork. The responsibilities of these departments of community health should include.

   a) Support and encouragement to primary health care in the hospitals catchment area;

   b) Collaborate with the community in seeking relevant information of health problems and appropriate solutions;

   c) Develop effective ways in which the community can also assist in improving hospital services, social organizations should be encouraged to participate actively to see well being of citizens.

9. The superior workers should freely and frequently interact with the subordinates workers. This fosters a sense of belongingness in the minds of the employees, greater autonomy shall be given to the workers. It helps in developing self-confidence and ensures involvement amongst the working resulting in better

10. The promotion policy must be fair and objective. Frequent changes in the policies are not advisable and when once the policy has been drawn, it must be force at least for 3 to 5 years. Every year, the rice mill has to declare the vacancies in different categories. To encourage the junior doctors a certain percentage of the vacancies are to be filled through
internal promotions. It develops competitive spirit among the employees at all levels.

11. The rice mill management should create good climate in the organization by conducting formal type of discussions. This helps employees to discuss with their superior without any hesitation. In brief democratic environment is preferred pure autocratic environment. Over arching visioning” is to be replaced by “shared visioning” which brings in better articulation of vision of the organization, comprehensive understanding by all workers about the objectives which are aimed to be achieved

12. Rice mill workers suggested that In order to empower them we need not only to give them more economic power but also bring changes in the entire, social, political and legal systems and policies of the country because these are responsible for workers lower states in society and the main hindrances in their progress.

13. Rice mill workers suggested that It is necessary to empower the socially disadvantaged groups of the society. The government should chalk out long term programs and policies for rice mill workers and implement effectively for their sustainable development in future.

14. Respondents suggested about Infrastructure development in the rice mill area areas like road, water, health, culture and other needs has to be given proper importance. When allotting fund for infrastructure development, a separate allotment for workers living areas should be provided.

15. Respondents want The Minimum Wages Act for rice mill workers must be stringently implemented throughout the country. A comprehensive bill for agricultural workers is another long-standing demand and it must be enacted without delay. Homestead land must be provided for workers.
16. The total liberation and full rehabilitation of bonded labourers must be ensured. The pernicious practice of child labour must be abolished and children properly rehabilitated and educated.

17. Keeping the above in mind the role of workers suggested to be as follows:

   a) Creating health awareness, participation and organizing active community groups.
   b) Training of peripheral social workers.
   c) Providing outreach services facilities.
   d) Networking at inter and intra-sectoral levels for various developmental actions.

18. They suggested that the govt. should establish more schemes to self-employment for our children, because of we may be popularized to generate and increase our family income and suggested that skills like note book making, file making, electrical work with simple devices, tailoring with cutting and fashion design, catering, food processing, nursery planting, herbal medicine etc. training should be given in such a way that it would generate self employment.

CONCLUSION

    Researcher have come to the concluding chapter of this thesis, after going through its various chapters a little intensively, the researcher got a good idea about its content and the underlying purpose. However, to refresh his memory and to put the central idea in a better and clearer perspective, it seems proper to give a resume of some silent points, touched in this thesis once again.

    Rice mill Workers are one of the pillars of each and every mill. Needless to mention that a well-clad, well-fed and satisfied, pleased worker is a plus point to any mill. So the owners of the mills need to pay attention towards the
development of the workers engaged in the mills. Known to all that a large numbers of male and female workers are affianced in mills. The rice mill is not a special one. Workers comprise a huge part of the Indian population. They take part in a very important role in developing Indian economy. Their involvement to the society cannot be gainsaid. They are the pillars of the families. They clutch the main key in maintaining their families. They give up their expensive time in bringing up their siblings. They are rendering their services in different customs. They are also working in mills for the maintenance of their families. Men and Women work in rice mill for the maintenance of their families. In order to maintain their families, maintainable earnings should be provided. Conducive working environment, healthy industrial relations, welfare facilities etc need to be extended to the working. The non-existence of the above factors may obstruct the resonance mills relation, demotivate the workers, create job dissatisfaction, and increase labour turnover and absenteeism. No denying the fact that good, favorable socio-economic condition of the workers may act as a booster, which in turn may establish congenial mills relations. In this backdrop, an attempt has been made to find out the socio-economic conditions of the workers engaged in the selected in rice mills in Raichur district.

Rice mill Workers is a significant and growing form of employment. The practice of employing contract Workers is observed all over the world and has been in operation since ages. Such Workers can be distinguished from the direct workers in terms of employee-employer relationship and the method of wage payment. The contract workers do not have any direct relationship with the principal employer. It has a distinct way of working unlike in any other classes of Workers like permanent, temporary, casual, badli etc. The contract system is based on triangular relationship between the user enterprises, the contractors including the sub-contractors, and the worker. The workers are recruited by an outside agency or person and are supplied to an establishment or engaged on its work. Unlike direct Workers, they neither feature on the
muster roll of principal employer/ establishment nor are paid directly. The establishment providing work to the contractor has no direct responsibility towards the workers appointed by the contractors.

The origin of Contract Workers can be traced back to the emergence of the small scale industries which found it economically unfeasible or unviable to undertake all activities of the production process themselves and therefore got some part of work done on workers hired on contract basis. In Colonial Times, the British employers and their representatives depended on the middlemen who helped them in recruitment and control of Workers mainly because they found it embosomed to deal with the diversity of cultural issues like castes/religions taboos, languages, lack of mobility etc. These middlemen and contractors were known by different names in different part of the country. The system is more prevalent in almost all types of activities in industry, agriculture and allied activities, and service sectors. The contract workers generally belong to the unorganized sector as they lack bargaining power, have little or no social security and are often engaged in hazardous occupations which could endanger their health and safety. They often have little or no security of employment. However, factors like lack of continuity of work, difficulty in ensuring closer supervision by the employer, higher output or productivity of such workers, cost effectiveness, flexibility in manpower deployment, facilitation for focusing on core competencies, etc., constitute advantages of the system of contract Workers. The provisions in the Indian Penal Code and Workmen’s Breach of Contract Act, 1859 which makes the breach of contract service conditions by contract Workers criminally culpable were used by the employers to the detriment of contract workers in some cases. In this background, the Whitely Commission had in 1860 recommended the abolition of contract Workers. The conditions of contract Workers in India were evaluated by various Commissions and Committees before and after independence. All these Commissions/Committees also found their conditions to be appalling and exploitative in nature and therefore recommended abolition of contract
Workers system. However, the Workers Investigation Committee recommended abolition of contract Workers system where it was feasible and its regulation where its abolition was not possible. This is considered as a pragmatic approach to the problem. Further, the Supreme Court of India in the case of Standard Vacuum Refinery Company Vs their Workmen observed that contract Workers should not be employed. The recommendations of various committees, the judgment of the Hon’ble Supreme Court of India and the concerns of policy planners for the protection of contract workers from exploitation led to the enactment of Contract Workers (Regulation and Abolition) Act, 1970. The Second Five Year Plan emphasized the need for improvement in the working conditions of workers and the Planning Commission recommended special treatment of contract Workers so as to ensure their continuous employment where it was not possible to abolish it. The need to conduct studies to ascertain the nature and extent of problems faced by contract Workers in various industries was indicated in the plan document. Accordingly, Workers Bureau was entrusted with the job of conducting surveys on contract Workers in selected industries to evaluate their working conditions and facilities/amenities available to them.

The major problems faced by the workers in the rice mill of Raichur district are found in type, salary, location, health and working hours and services rendered as well as in ownership of different processing units. Another common feature of rice milling industry is considered that its technical potential capacity is not fully utilized and this is because of the seasonal concentration and spatial spread of paddy production coupled with the existence of a number of diverse processing units competing with one another in supplying facilities. As these small mills generally do not purchase and store paddy on their own, their operations tend to be restricted to the paddy marketing season, and their installed capacity remained unutilized/underutilized during the rest of the period of the year. Therefore, there is an urgent need of modernizing the methods and machinery by new
innovations and popularizing the new innovations and the new techniques of paddy processing such as parboiling, drying, milling, handling, storage, transport and byproduct utilization to reduce the hard work of workers and the workers welfare measures provided in an organization affect the attitudes of workers towards work. Workers welfare facilities satisfy the needs of the work, which can improve their working life, family life and overall welfare. And the workers welfare facilities provided by organizations and determined its influence on work satisfaction.

Workers in the rice mill had a much higher incidence of poverty than their counterparts in the organized sector. Due to low level of income and uncertain employment in the rice mill make the workers unable to meet their basic necessities and other social and other cultural responsibilities. In agricultural sector, it is fact that increased indebtedness is noted as a major reason for suicide in various states. Since the wage levels have been very low, they are worst in terms of poverty level and economic status. The working conditions in the rice mills are the main cause to have an adverse effect on the health conditions of workers. Low nutritional intake due to low income, constant physical rice mill workers. Lack of resources to pay for the health care often forces the poor workers either to forego it or become indebted. With regard to home workers most of the studies reported health problems mainly related to respiratory due to inhalation of the tobacco dust and body ache due to the peculiar posture that has to be maintained at all times of work. In some of the sectors like fish processing units and tobacco and salt pan industry, the working conditions can be called as horrible for workers in general and women workers in particular. In Tobacco- processing units the workers have to do their entire job such as plucking, winnowing, grading and packaging, while they are surrounded by heaps of tobacco, which is considered to be unhygienic to the health. The mist of tiny particles of tobacco is found to such an extent that the workers can’t even see the faces of each other. The factory owners do not take proper care of the workers. They do not provide them facilities like apron,
spectacles, mouth closer, socks etc. Similarly, salt pan workers are also found to be suffering from skin diseases as they have to work constantly in salty water. They develop severe eye problems due to the reflection of light from the heap of salt. In agricultural sector due to extensive use of fertilizers, insecticides and pesticides and mechanization workers suffer from certain specific health hazards. The pesticide applicators, mixers, loaders are at the risk of exposure to toxic chemicals. There is an absence of statistics on farm related accidents and injuries. Thus, workers in rice mill such as fireworks and match industry, leather tanning industries, construction sectors etc., are dangerous and full of hazards. Loss of limbs and amputations occur often when workers operate unguarded or inadequately safeguarded machines. Occupational illness and diseases have also been reported among workers in many rice mills.

There are many times when a worker cannot economically active. Due to biological circumstances such as modernity, sickness or old age; on account of personal calamities such as widowhood, or an accident; social or natural calamities such as unemployment, flood, fire drought or high unemployment or closure of an industry. During these spells of risk the worker needs support, in the form of some social insurance to survive the crisis and resume work after it. Social security measures are indispensable for rice mill workers to protect them from contingencies and deprivation. Social security legislations are not applicable to most of the rice mill as discussed there are no social security measures to provide risks coverage and ensure maintenance of basic living standards at times of crises such as unemployment or health issues. Social security arising out of employment status and provided by employers is largely confined to workforce who are identified as organized workers. Only 0.4% of the unorganized workers in rice mill were receiving benefits like provident fund, and this proportion has not changed since 1999-2000. The social security measures such as old age pension, gratuity, employees’ state insurance and other insurance schemes are non-accessible to workers of the rice mill. A large number of statutes and schemes addressed to different categories of workers
are found neither feasible nor practicable. This is because workers relations in the rice mill are chaotic and there is no formal employer-employee relationship. But, even if it exists, it is of casual nature. Since the rice mill plays pivotal role in the Indian economy, it needs special attention. Hence, an attempt has been made in this chapter to examine the issues and challenges faced by the rice mill workers with a view to overcome the obstacles in the rice mill to provide at least a basic minimum social security to the workers.