CHAPTER NO. VII
CONCLUSIONS AND RECOMMENDATION.

7.1 INTRODUCTION

We conclude this work by emphasizing some point emerging from the present research work. The major objective of the research study was to examine various questions and hypothesis which assume analytical interest to answer these and related sub questions and hypothesis a field survey of the workers in the tobacco industrial units at Jaysingpur was conducted. The tobacco processing units which is one of the important rural based agro industrial units and their related workers has not received sufficient attention from the government regarding conditions of employment of these workers. It also has to be remembered that employment in tobacco processing units is mainly, causal temporary contract basis and seasonal not round the year. They do not have reemployment rights. It is also evidend from their extremely poor living conditions, that they are subject to a large extent of economic exploitation with a view to achieving the objectives as also to test the hypothesis the entire investigation was carried out with the help of sample survey through quesionnaire on the sport observation, discussing and analysis of the collected data.

7.2 REVIEW ON LITERATURE OF LABOUR

In recent years numerous theoretical models of labour has been rapidly developing branch of academic interest. The thesis relevant to the purpose of this study can be classified into social thesis and economic
thesis. Most of the reviews of empirical analysis examine the characteristics of the labours of socio-economic conditions.

7.3 DEMOGRAPHIC PROFILE OF THE WORKERS

1. 35.23% workers have only primary education. The proportion of workers with secondary education is 10.48% and 52.38% workers are illiterate. It is clear that tobacco processing units in Jaysingpur city is the main source of employment to the lower educated and illiterate female workers in unorganized sector.

2. The percentage of young female workers is significant i.e. 50%. It is show that a large proportion of workers are experienced in young age group female workers and mature age group female workers are nearly equal. We also divided the respondents into age group by sex. It is remarkable to not that no case of age group below 20 years and above 56 years was reported.

It is thus clear that majority of the tobacco both male and female belong to the more active productive age range to 50 years i.e. 79.35% of the tobacco workers to the age group falling between 20 years to 50 years.
3. The proportion of Marathi speaking workers is significantly high and only 2.85% workers speaking in Kannada because those female workers come from neighboring state of Karnataka.

4. It is also noted that, most of workers in tobacco processing units were married. However out of 16.19% workers are widow. We can say that tobacco processing units in Jaysingpur gives employment to the married and widow female workers.

5. It is found that most of the workers i.e. 72.38% workers belong to Hindu Religion Muslim community accounts for 11.42% of the workers and 13.33% are from Jain community. 61.56% workers belong to open and 8.44 workers backward classes.

6. The overall workers average size of the family is 4.9. The average dependency ratio of the female workers family is 3.9.

7. More than 82.86% workers belong to separated family system. It is clearly shows that large number of workers are nuclear because the workers don not prefer which has no prevalent to socialite and always prevalent troublesome atmosphere.

8. 50.46% workers get seasonal and casual employment. These workers, in the off season of tobacco industry. They go hired from
hands for the local farmers. It is clear that hear about 49.54% workers are permanent. The casual workers didn’t participated regularly. The permanent workers belonged to tobacco processing were doing other works i.e. supervision of godowns, offices of employers and sometimes working on their houses when there was absence of tobacco processing work.

9. Distance from work place to residence is a factor which affects the productivity of workers. Near about all the respondent were staying in Jaysingpur. Few numbers were from the neighboring villages and very few were coming from long distance.

68.57% worker are local 22.86% workers forced to walk 4 to 5 kms from home to work place and 8.5 workers worked to walk 6 to 8 kms from home to work place.

10. Out of 105 respondent under survey 6.4% respondents have been found to have possessed live stock of them 1.9% have been found possessing cattle, 2.8% have goats and 1.9% have poultry.

11. It is seen that 42.85% workers have a service length of more than 10 years and less than 30 years. 14.28% of workers have as service length of more than 31 years and 36.19% workers shows their
experience 1 to 10 years and it is noted that 6.66% workers shows their experience more than 41 years.

7.4 SOCIO – ECONOMIC PROFILE

1. 58.09% workers reported that their annual income by all sources is Rs. 40,001 to 60,000 and 9.52% workers income by all sources is Rs. 60,001 to 70,000. 25.71% workers income by all sources is Rs. 10,001 to 40,000.

2. 45.71% of workers monthly income by above all source is of Rs. 2001 to 3000 and 20.95% of the workers reported that their montly income by all source is Rs. 1001 to Rs. 2000 only. Only 0.95% of the workers reported that their monthly income by all sources is up to Rs. 1000.

3. 96% of the workers get bonus. However it is also evident that 4% of the workers do not get bonus because they are a new comers. In this industry 56.19% workers get bonus Rs. 501 to 2000 and 30.47% workers get bonus Rs. 5501 to 8000.

4. 9.52% workers save Rs. Upto 50 per week in private weekly Bhishi. Where as the savers of Rs. 51 to 100 is only 13.33%. in this industry large number of female workers and all male worker are non saver.
5. 42% workers are taking debt because the workers in this industry could not fulfil their needs from their income. They get the loan from credit co-operative society, money lenders, friends, relatives, neighbors etc.

6. It was found that 93.33% of workers have ration card and other did not have ration card and they are told that they purchase food grain from Government Public Distribution System at a low price.

7. Managers income is greater than expenditure. But the female worker and male workers expenditure is greater than income because of hike in the prices of essential commodities and there is no increase in the wages of female worker proportion of price of commodity. It is also noted that manager, female worker and male workers average dependency ration is 4.25, 3.66 and 4.08 respectively.

8. An examination of the expenditure pattern reveled that of the total consumption as much as 56.96% was made the on food alone, 42.31% of the expenditure was spent on shelter house repairs rent clothing, medicine, education and fuel was nominal. This is followed by the expenditure on repayments of loans and advances taken form the employers. This item of expenditure accounts for averagely
0.49% of the monthly expenditure. It is again interesting to not that the female workers working in tobacco industry spend around 1.21% to their monthly expenditure on habits and addictions mainly pan, tobacco entertainment etc.

9. All female workers in tobacco processing units use to get Rs. 100/- wage per day for full day working i.e. eight hours. Though daily wage system is observed, the respondents were paid their wages once in a week i.e. on weekend. In some cases it was observed that, inspite of giving the entire amount of wages the advances were given against the wages and remaining amount was paid at the end of the season.

Up to last year the minimum wage act was not followed by employers but the wages were given as per the minimum wage act and wages were subject to revision for time to time.

Male workers, managers get payment according to minimum wages act. On the other hand, if piece rate wages are less than time rate earnings workers is paid time rate wages.

10. Industrial relations is known as relations eroting between workers and workers, employee and employer and between employer and
employer. In tobacco processing units in the Jaysingpur city the workers have developed spontaneously the informal relations with their co-worker as they remain in close proximity with the another and their need to interact with a companion is being satisfied. Workers and manager relations are formal relations because of limited number of worker in unit. Generally the number of workers below 15 and they get direct opportunity to talk to manager and also free access to the owners of the units. The employer knows all the workers individually and he can approach them throw personal communication. Sometimes even manager play an important role of an agent to get female workers for the unit. The relationship between workers and trade union is very healthy because the workers knew that trade union works for them for their problems. Trade unions helps to develop economic condition of worker. It helps in increasing the wages, bonus and by solving the legal problems. All these things are made successful either by discussion with the owner or by making strikes or disputes.

7.5 PROFILE OF LIVING AND WORKING CONDITIONS

1. 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 are Luke warms about these facilities. About 13.33% of the respondents did not have any facilities for a bathroom and about 14.82% did not have any latrine facilities and 79.05% did not have rest room facilities. All employers had provided drinking water facilities, light, exhaust fan and dust collect etc. to their all workers. But absence of crèche in most of the unit was also a major problem for the women workers. 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 this industry 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. It was found that working hours of the female workers being from 9.00 am to 12.30 pm this is the morning session and 12.30 pm to 1.30 pm the workers get a break for their lunch and rest from 1.30 pm to 6.00 pm is the noon session of work.

3. The employer in tobacco industry does not gives any type of training to the workers. This industry does not needs any type of training physical labour is only skill which this industry needs. Practice and observation are the only source to the female workers to learn the work. In this industry due to machination difficult work become very easy. In short putting tobacco in machine, stick separation, tobacco
colouring, drying of tobacco, filling in the sacks, this type of ease work made by female workers. Male workers have to till the finished tobacco in gunny bags and then they have to stitch the same bags properly because these gunny bags containing tobacco has been dispatched in different parts of countries, these male workers are paid wages according to their work. Filling tobacco in gunny bags, loading tobacco bags in truck, unloading tobacco bags from truck, shifting bags of tobacco bags from truck, shifting bags of tobacco from one place to another place this type of work made by male workers. Manager always remains in the processing unit. His job is to see that the workers are doing their work properly, informing women workers to change is as en the order of different tobacco industries.

4. The respondents got employment for 240 days in year. During the busy season i.e. September to June the entire female worker and male worker fully employed and from July to August due to rainy season the situations and climate were not suitable for processing the tobacco. During these periods female use to go to form and joined to other works. It was observed that managers and male workers got employment for all days in a year.

5. All the female workers in tobacco processing units to get Rs. 100 wage per day for full day working i.e. eight hours. Though daily wage system is observe the respondents were paid their wages once in a week i.e. on weekend. And male workers and manager paid monthly.
6. It was found that in case of minor diseases like cold, flew, general weakness, chronic malnutrition skin, infections, tuber calosis, heart problems etc. the female workers generally made use of medical facilities available at public dispensary.

- **Awareness of family planning:**
  Large proportion of the workers are aware of family planning programme.

- **Attitude towards family planning**
  95.23% workers reported favorable attitude to the family planning.

- **Knowledge of family planning techniques**
  The condom, loop, cooper-T, Tablet etc, these family planning technique are not ignored by female workers.

  In generally seen that most of the workers now a days get information regarding family planning mainly from primary health centre, private hospital and doctor etc.

  And nearly all workers adopted of family planning operations of vasectomy or tubectome type.

7. Most of the sample workers are living in a simple house constructed by bricks, mud and local raw material. 31.42% of the workers reported that their living house is rented. 68.57% workers are living in a own house. There houses are constructed by bricks and essential raw material.

8. Out of the 105 respondent under survey 6.66% respondents have been found to have been found possessing cattle 2.86% have goats
and 1.90% have poultry. The money value of the livestock is not of any economic significance to the rehabilitated families. They are yet to acquire valuable livestock like cattle. Available information shows that the households in possession of poultry used to sell them whenever they were in need of money.

9. 20.95% workers have radio similarly possession of sewing machines by 6.67% is also rather unexpected. 15.24% workers reported that they have a bicycle and nearly 36% of workers have small portable black white T. V. 10.19% of the workers use mobile.

10. The proportion of irrigated agricultural land is 0.95% and no irrigated agricultural land is 11.42%

11. Among the units covered under the workers gratuity act 23.80% of the units extended the benefits to female workers. According to Mathadi Kambagar Aeg, every male workers has to take license from ‘Associated Labour Office Bombay’. So that they can get minimum wages and bonus. And also they can get gratuity other there retirement. Every male workers and managers has been insured of Rs. 50,000 by owners and the premium of this is paid by managers and male workers. Female workers do not get any maternity benefit from owners. They get wages according to nearly minimum wages act.

12. Lal Bavata General Kamgar Union was formed in 1978 in Jaysingpur. There is no separate union of workers working Tobacco processing units of Jaysingpur city. All the problems are solved by Lal Bavata General Kamagar Union. In tobacco processing Units of
Jaysingpur all female workers, male workers and managers are member of Lal Bavata General Kamagar union.

7.6 RECOMMENDATIONS

It is seen from the study that the total income of the workers are just above the poverty line. However it is not only the income which determine the welfare but also the factors like living, working conditions security of employment, economic conditions etc. which also atted totality of welfare of the workers. It therefore is evident that there are a number of possible measures which can improve the quality of the life of these workers and add to their welfare substantially. As revealed by the study, the following are the areas in which special remedial measures are urgently required.

1. Separate legislation are required to be passed to protect the interest and rights of male and female workers in the tobacco processing industrial units.

2. Care should be taken to see that various labour laws e.g. the payment of wages Act 1946, the minimum wages Act 1948. The migration Act 180, 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. Beside this government should extend the provisions of this laws to the unorganized, unregulated sectors
3. The 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.

4. 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 institutionalised agency for the provision of off-season employment should be started by the concerned authorities.

5. More that 56% 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 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.

6. A mothers 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 related to the opportunities for women’s upward social and economic mobility, health and nutritional status. So special measures of adult literacy should be taken by government increasing labour literacy.

7. Unorganized sector labourers should be facilitated with essential health care and educational needs from state funding.
8. Safety health and welfare of the workers may be given due importance while reviewing the labour laws.

9. It should be made obligatory part of the industrial units owners to provide free of adequate facilities to workers following some special measures which should be adopted to solve the problems of these workers.
   a. Pension schemes and unemployment benefit packages for unorganized sector workers may be provided for as that of the pensioners in other sectors.
   b. 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.
   c. A scheme of co-operative housing wherever possible may be implemented by government banking and private individuals and voluntary agencies.

10. The states government should initiate appropriate steps on ensure old age benefits and life and other kinds of insurance benefits to the female workers.

11. Large number of workers are addicted to tobacco chewing. This addiction may impair their health and consequently their efficiency which is disastrous for the families who survive on the earnings of family leaders. It is therefore, suggested that the resettlement agency may adopt some such measures and takes the help of such voluntary organizations as would generate sufficient awareness about the hazards of addictions in the minds of the labourers.
12. Special measures should be taken by credit societies for increasing saving habit of labours. Self Help Group (SHG) should be promoted.

13. Canteen facility should be made available to labours and entertainment facility should be made available to labours to cultivate good habits.

14. Provision for fair wages should be made for workers in tobacco industrial units at Jaysingpur. We therefore recommended that the state government should appoint a wage fixation committee for these workers.