CHAPTER V

SUMMARY OF FINDINGS, CONCLUSION AND
SUGGESTIONS

5.1 INTRODUCTION

The study is undertaken by the researcher in the spinning mills of Tirunelveli District with a structured undisguised interview schedule. The researcher made plenty of efforts in approaching appropriate respondents to collect data. The researcher collected data from both permanent and temporary labours. The collected data were feed into the spread sheet for analyzing the data with statistical methods. The data were analyzed with many statistical tools to derive following findings.

The researcher interviewed 350 respondents, almost equal proposition of male and female labours from the study area. Majority of the labours in the spinning mills of the study area belong to scheduled caste and are youth from the neighboring villages of the mills. Major portion of the respondents belong to the age group of 21 to 30, followed by the age groups of 31 to 40, below 20, and above 40. Majority of the respondents belong to SC followed by BC, and MBC. Even after hard efforts, the research could not able to find any single labour from forward community in the spinning mills in Tirunelveli District. Half of the respondents are unmarried; two fifth of the respondents are married; very small portion of the respondents are divorced and remaining respondents are widow/er.
Half of the respondents are regular labourers and the remaining are temporary labourers.

5.2 SUMMARY OF FINDINGS

The researcher has witnessed that, almost all respondents are literates. Only a marginal group of respondents are not formally educated and remaining has formal education. Almost equal propositions of the respondents had a monthly family income in the given income ranges - up to 5,000, 5001 to 7000, 7001 to 9000, and above 9,000. When considering the experience in the present organization, among the respondents, one third of the respondents have 2 to 5 years of experience; around one sixth of the respondents each were having experience of below 2 years, 6 to 10 years, and 11 to 15 years; small proposition of the respondents are working for more than 20 years and a minimal portion of the respondents have 16 to 20 years of experience.

From factor analysis it is understood that statutory welfare measure has five factors namely Basic Working Conditions, Extended Working Conditions, Safety Related Measures, Terms of Work, and Extended working conditions. Basic working conditions cover waste and effluents discharge, dust and fumes clearance, spitoons, sufficient space, lighting, employee state insurance, working hours, noise pollution, ventilation, annual leave, insurance facilities, normal temperature, washing facilities, first aid, the walls, door and ceiling and varnished and painted, latrine, urinal facilities, and drinking water. Extended Working Conditions include shelter/rest room, dressing room separate, humidity, canteen, facilities for sitting,
hygienic and healthy food in canteen, lunch room, facilities for storing & clothing, gratuity, medical facilities, and employee provident fund. Safety related measures contain gloves, shoes, mask, ambulance, cap, protection eyes, and maintenance of machinery, and availability of trippers for power off. Terms of Work covers safety officer activities, pension, uniforms, crèches, casual leave, welfare officer activities, tedious work, sanitation, and repetition of work. Extended Leave benefits covers weekly holiday, medical leave, paternity leave, maternity leave, and earned leave.

Age of the labour affects the evaluation of basic working conditions, extended working conditions, safety related measures, terms of work, and extended leave benefits significant. Wage labour’s influence the labour in evaluating basic working conditions, extended working conditions, and safety related measures, whereas evaluation of terms of work and extended leave benefit are not influenced by the wage. Evaluation of basic working conditions, and terms of work affected by nature of employment. But evaluation of extended working conditions, safety related measures, and extended leave benefit are not affected by nature of employment.

Evaluation of basic working conditions extended working conditions, safety related measures, and terms of work are affected by the sex of the labour. Whereas evaluation of extended leave benefit is not affected by the sex of the labour. Regular and temporary labours vary significantly in evaluating basic working conditions and terms of work. However, they do not vary significantly while
evaluating extended working conditions, safety related measures, and extended leave benefits.

Labour with different level of experience vary significantly in evaluating basic working conditions, extended working conditions, safety related measures, terms of work, and extended leave benefits. Labours with different level of education vary significantly in evaluating terms of work and extended leave benefits. Whereas the evaluations do not vary significantly on the factors basic working conditions, extended working conditions and safety related measures based on the level of education of the labour.

Labour from different community is do not vary significantly in evaluating extended leave benefits. Whereas they vary significantly in evaluating basic working conditions, extended working conditions, safety related measures, and terms of work. Labours with different increments vary significantly evaluating basic working conditions, extended working conditions, safety related measures, and extended leave benefits. But evaluation of terms of work does not vary significantly when labours receiving different increment evaluate the variables.

Labour receiving different bonus vary significantly in evaluating basic working conditions, extended working conditions, safety related measures, and extended leave benefits. Evaluation of terms of work does not vary significantly while labour receiving different bonus evaluate the variable. Labour with different age group varies significant in evaluating basic working conditions, extended working conditions, and safety related measures. Labour with different age group
does not vary significantly in evaluating terms of work and extended leave benefits. Male and female vary significantly in evaluating basic working conditions, extended working conditions, safety related measures, and terms of work. Male and female do not vary significantly in evaluating extended leave benefit.

Factor analysis revealed that non statutory welfare measure has three factors namely Family welfare facilities, Allowance for working, and other welfare facilities. Family welfare facilities includes evening education, adult education, family tours, educational facilities for children, library and reading room, heat and dust environment allowances, transport facilities and housing facilities. Allowance for Working includes housing rent allowance, vehicle allowance, medical allowance, festival allowance, and educational facilities for workers, oil and soap allowance and night shift allowance; Other Welfare Facilities covers co-operative store, emergency care, recreational facilities, and tour facilities for the workers, counseling services and recreational allowance.

Labours are not fully convinced and are not against the family welfare facilities, allowance for working, and other welfare facilities. Nature of employment affects the evaluation on allowance for working but does not affect family welfare facilities and other welfare facilities.

Age of the labour affects the evaluation of allowance for working whereas does not affect family welfare facilities and other welfare facilities. Wage received by the labour affect the evaluation of non statutory welfare facilities. Membership
in labour union also affects the evaluation of non statutory welfare facilities. Sex of the labour affect the evaluation of non statutory welfare facilities except family welfare facilities. Labour of different sex vary significantly in evaluating allowance for working and other welfare facilities but do not vary in evaluating family welfare facilities. Labour of different marital status varies significantly in evaluating non statutory welfare facilities. It is inferred that labour having different level of experience vary significantly in evaluating non statutory welfare facilities

Regular and temporary labours vary significantly in evaluation allowance for working whereas variation is insignificant in evaluating family welfare facilities and other welfare facilities. Labour from different community varies significantly in evaluating allowance for working and other welfare facilities. But they do not significantly in evaluation family welfare facilities.

Labour receiving different increment vary significantly in evaluating family welfare facilities and other welfare facilities whereas evaluation were same for allowance for working. Variation is observed in the evaluation of non statutory welfare facilities when evaluated by labour who receive different bonus.

Different age groups of the labour vary significantly in evaluating non statutory welfare facilities except allowance for working. Higher age group labour may have more commitment for their family which made them evaluate family welfare facilities and allowance for working facilities different from lower age group labour. Labour with different educational level vary significantly only in
evaluating allowance for working and not in evaluating family welfare facilities and other welfare facilities.

Factor analysis reduced the given ten variables related to fringe benefit into two factors namely accommodation and loan. Accommodation includes medicinal support to prevent occupation diseases, subsidized food in canteen and hostels. Financial services includes vehicle loan, educational loan to children, marriage loan, compensation for death, utilization of labour fund, transport facilities for school children, and cleanses of work place.

Sex of the labour does not affect the evaluation on fringe benefits. Wage of the labour affect the evaluation of accommodation facilities but not the loan facilities. Age of the labour affect the evaluation of fringe benefits. Membership in labour union affects the evaluation of the fringe benefits as the members of labour union expect more facilities for the mills. Nature of employment does not affect the evaluation of fringe benefits. Age of the labour, bonus received by the labour, increment received by the labour, nature of the employment, length of service and community of the labour has a significant relationship with the satisfaction on fringe benefits. However, educational qualification and marital status has a significant relationship only with the satisfaction on loan facilities but does not have significant relationship with the satisfaction on accommodation facilities.

Factor analysis applied eleven variables for wage related extracted into two factors namely performance wage and wage system. Performance wage includes leave wage, periodical increment, performance incentives, equitable wage other
organization, overtime wage, and bonus payment. Wage system covers skill wage, payment wage, calculation wage, sufficiency of wage, and equitable wage.

Nature of employment and age does not affect the evaluation of wage related activities of the mills. Union member differ in evaluating the wage system from non member but they do not differ in evaluating performance wage. Sex of the labour does not affect the evaluation of wage related activities of the mills. Age has a significant relationship with the satisfaction on wage system but has no significant relationship with performance wage.

Annual increment, nature of employment and length of service has a significant relationship with the satisfaction on the wage related activities of the mills. Educational qualification of the labour, marital status of the labour does not have a significant relationship with the satisfaction on wage related activities of the mills.

Relationship maintained in the spinning mills were affected by two factors namely activities of management and job relationship. Activities of management includes scope of promotion, relationship, consistent command, supervisor relationship, suggestions heed, training activities, disciplinary actions, promotion policy, working conditions, and leave better job. Job relationship includes dominant role, job pressure, prevent accidents, job security, and encourage subordinates.

Age of the labour, membership in union labour, affect the evaluation of relationship in the mills. Many a times that membership in labour union does not
affect the evaluation on welfare measures relating to extended leave benefits and terms of work. Whereas evaluation safety related measures, extended working conditions, and basic working conditions are affected by membership in labour union. Wage of the labour affects the evaluation of relationship in the job whereas it does not affect the evaluation of management activities for relationship.

Nature of employment, service of the labour affects the evaluation of relationship in the job whereas it does not affect management activities for relationship. Age, Annual increment has significant relationship with the satisfaction relationships maintained in the mills. Annual bonus has no significant relationship with the satisfaction on the relationships maintained in the mills. Educational qualification of the labour has a significant relationship with the satisfaction on relationship in the job but not with the management activities for relationships.

Length of service and marital status has a significant relationship with the satisfaction on management activities for relationship but not for relationship in the job. Nature of employment has a significant relationship with the satisfaction on relationship in the job but not with management activities for relationship.

As a whole it is understood that the respondents are neither fully convinced nor against in their opinion relating to the existing welfare facilities of either kind namely statutory welfare measures, non statutory welfare measures, and fringe benefits. Even when the data were analyzed in micro level, no much difference is identified on the opinion on implementation of welfare facilities between different
groups of labours namely different sex, different age group, different educational level, different income level, different marital status, years of experience and the like. However only small group of respondents believes that labour were considered as assets of their company. As far as wage is concerned the labour of different strata have mildly differentiated feelings. In short, the labours agree with the calculation of wage and performance based incentives. However they are indifferent with the mode of payment, sufficiency of wage to lead family, leave wage, overtime wage, equitable wage, bonus payment, and periodical increment.

Management of spinning mills made lot of efforts in bringing the labour force intact. However mills face the problem of absenteeism. The mills attempt to control the absenteeism through loss of pay (ranging from 50 to 350) for the absent days and providing reward to the labour who attend duty without fail.

Unions, management, labour welfare officers, inspectors of factories, and other non statutory bodies attempt to improve the labour awareness on welfare through labour welfare meetings, but it is found that only half of the labours attend the labour welfare meeting. It is shocking to understand that only a small proportion of the respondents are aware of the presence of labour welfare officer, though substantial proportion of them are members of the labour union. Majority of the respondents were not aware of labour welfare funds and do not attempt to spell out their grievances. It is also evinced from the small proportion of the respondents that grievances when expressed are arbitrated. Considerable amount of respondents believe that human resource department is required in their organization, in order to keep track of the performance of the employees and thus
the organization. Majority of the respondents got their wage on monthly basis, ranging from `1,400 to `15,000.

Around one third the respondents receive annual increment of Rs 10-20 (37.1 per cent) followed by respondents with Rs 1-10 (26 per cent), 15.7 per cent with respondents increment of above Rs 20. It is also found that 21.1 per cent of respondents are not given with any increment. Very small portion of respondents receive no bonus (14.3 percent) and the other respondents were given bonus in varied ranges from `1,600 upto `13,000. Only half of the respondents are aware of the availability labour welfare officer. It is also noted that majority of the respondents do not have the awareness of labour welfare fund.

5.3 CONCLUSION

Welfare is an art of living together for the purpose of production, productivity efficiency, human well being and industrial progress. Our nation’s progress largely depends on human resources. Such human resources development is based on the welfare measures provided by the industries to the labours. India has long history in labour welfare measures so the governments also enforced various laws related to the welfare of the labours. Every organization provides statutory welfare measures but some organization provides some more statutory welfare measures, non statutory welfare measures, and fringe benefits etc., to the labour therefore they may retain the labour, which will strengthen the strong labour welfare measures. Where the labours happy with welfare measures, they live a rich and more satisfactory life. Satisfied labours contribute for better
productivity of labour and efficiency of the enterprise by raising standard of living of the labour. From the research the welfare measures in the organizations are not much concentrated.

Providing welfare to the labour is a fundamental duty of the companies as the welfare of the labour will reflect on the performance of the industry and thus the economy of the nation. Demographic status of the labour most of the time affect the evaluation process of the labour relating to the welfare facilities, thus enabling the management to workout clear cut strategies to counter the weaknesses and thereby improving the satisfaction. It is painful to come to know that majority of the labour do not have the awareness of the benefits of even the labour welfare fund even after the government made innumerous effort to increase the literacy rate. So welfare is the hinge that revolves the two wheels of the labour and the management.

This study reveals that the labour in spinning mills of Tirunelveli District were neutral with statutory welfare measures, non statutory welfare measures, fringe benefits, relationship between labours and management and satisfaction on wage, thus giving a picture that Government, Management, and Labour Unions have more responsibility in brining higher awareness and implementation of welfare facilities.

5.4 SUGGESTIONS

The government may appoint a welfare committee with 10 members in all spinning mills which may include four permanent labours, three temporary
labours, two social workers, non Government Organizations and Inspector of factories. The committee need to review each factory in every six months and submits a report and recommend to the Government and to the Management. The committee may be vested with the powers to recommend the Government on punishment to the spinning mills that fail in implementing welfare measures.

Spinning mill labours may be properly trained to use the safety devices; spinning mills may be instructed to keep pictures, slogans and the like relating to safety in the mills; and may have an ambulance service and staff nurses. Spinning mill managements may constitute problem solving committees to address the labour issues to ensure labour welfare intact.

Superior officer should help the labour in solving their personal problems by maintaining a friendly relationship with labour. Loan facilities may be provided in all spinning mills effectively to reduce labour absenteeism and increase productivity. The Government may reopen Pettai cooperative spinning mill which increase the employment opportunity as well as develop the District economy.

The government may be order a separate women association in all spinning mills which will encourage the women labour. The union may take up all issues with different departments of the government and the other private agencies. The government may provide educational services to labours of spinning mills for continuing their education through distance education. More training may be provided to labours of spinning mills. Spinning mills may revise the pay structure as of other sectors of the economy. Labour union with help of inspector of factories may organize regular awareness campaigns and training programs with
respect to labour laws, ESI, EPF, and others. The spinning mills may revise the pay structure as of other sectors of the economy.

5.5 SCOPE FOR FUTURE RESEARCH

Labour welfare measures provide enormous scope to carry out continuous research. This section suggests a few areas for further research. More dimensions like industrial Relations, organizational climate, organizational commitment, labour life style, labour problems, industrial labour conflict, etc may be studied in the spinning mills. Welfare measures between developed and developing countries may be compared. Issues like participative management, quality management, and labour motivation may be studied in depth.

The study on labour welfare measures can be done for other industries like automobile industry, steel industry, technical industry, etc. Also a comparative study on welfare facilities in private and public sectors companies may be studied.