CHAPTER V
FINDINGS, CONCLUSION AND SUGGESTIONS

5.0 FINDINGS:

1. In Kolhapur district the first decade of liberalization resulted in increase in industrial activity, while in the Second decade there is a downturn in the industrial growth.

2. The maximum benefit of the new industrial environment in the nineties has been repeated by industries with less than 1000 labour in Kolhapur district. The industries with more than 1000 labour employed have remained stagnant at the same level. There was only one industry started in 1994-95, which employed more than 5000 labours, but has been closed in the following year. Further, the industrial recession is observed to have mainly influenced the industries with less than 10 labour and more than 1000 labour. In other words, extremely small and large units are the only category of industries that could not withstand the forces of competition in Kolhapur district. The industries with labour employment from 10 to 1000 have been able to hold their ground.

3. Liberalization has resulted in employment generation for approximately 6000 people in 15 years time period. The decline in employment in the high employment generating industries in compensated by the medium employment generating industries. In other words in the post liberalization period there is no significant change in the structure of employment created by industries in Kolhapur district. It has almost remained the same during the study period.

4. The industrial sector in Kolhapur has not been receptive to the changes in other parts of the state. The decline in the registered units in the recent times shows that Kolhapur has not been able to attract new investments in the industrial sector.

5. The number of registered industries during the liberalization era in Kolhapur district was significantly lower than the number of registered industries in entire state of Maharashtra.
6. Industrial employment situation in Kolhapur district has not improved significantly during the liberalization period, as shown by the subdued industrial activity. When the state overall has registered a higher percentage in functioning industries, the district in percentage terms experienced decline, especially in the present decade. The benefits that the district started gathering in terms of increased output and employment in the initial years of liberalization could not be consolidated in the recent years. Liberalization has affected the functioning of industries in Kolhapur district only in the early nineties. After initial positive effects, there is no significant increase in percentage of functioning industries to that of the registered units; In other words, almost 6% of the registered industries are closed in the district every year. This percentage has remained the same in the last 10 years.

7. During the reform period the registered and functioning industries were higher in other parts of Maharashtra when compared to Kolhapur district. In other words the benefits of new economic reforms era has not resulted in improved percentage of functioning industries.

8. With reference to male and female employment no significant change is observed. In the last 20 years the ratio of male to female employment has remained the same in Kolhapur District.

9. The average number of female employed in Kolhapur district is significantly lower than the average number of male employment. That in the trend of higher male dominated jobs in industries, during four decades continues even after 20 years of the reform era.

10. Employment generated by industries in Kolhapur district is significantly lower than the employment created in other district of Maharashtra. The results show that liberalization has not benefited the labour market in Kolhapur district.

11. The industrial labour market has not shown any significant increase in the employment generated and the government employment has also declined during the same period. With a substantial percentage increase in the population growth, we can say that labour market position has become, more tight in the
last twenty years. No new employment opportunities have been created for the population the district.

12. The reform period has not resulted in either increase in industries, total employment or the number of working days. One can therefore conclude that the industrial environment in Kolhapur district has not been influenced by reforms in any economic aspect.

13. The income earnings of industrial labor in Kolhapur have not significantly increased during the reform period.

14. The total industrial production in Kolhapur district was significantly lower than the production in the entire Maharashtra state.

15. The age group of industrial workers in Kolhapur, maximum percentage (22.5) is youth workers and increase in the percentage (25.5) of adult workers in the age group 41-45 is unemployed workers. It indicates that the industry attempted to provide employment to middle age worker during economic reforms. In other words the reform started in1991 have favorably influenced industrial labour market in the middle age category.

16. The composition of married and unmarried workers and changes therein terms of ratio of employed and unemployed workers to marital status. It is observed that in the manufacturing sector in Kolhapur, 74.5 percent and 86 percent of workers are married in both employed and unemployed categories. The economic reforms have not had any negative impact on the married industrial workers employment and thereby did not to insecurity of the people and their dependants.

17. The religion of workers, 86 percent are from Hindu religion. This is expected as at the state and the national level the Hindus are in majority, while the people belonging to other communities are smaller part of the total population. It indicates that the industry attempts to provide employment true picture of the religion. The Hindu community is constituting maximum to the total industrial employment.
18. In the manufacturing sector some positive linkages were observed to Open caste and OBC caste between employed and unemployed workers. The percentage of industrial labours are belonging to the other (SC, ST and NT) caste are less in the total population. The employment opportunities appear to be slightly skewed infavour of the Open and OBC Category.

19. The detailed picture has shown the educational attainment of both employed and unemployed labour force. Due to the rise in general literacy levels, the new entrants to workforce are more educated and education employment linkages have become stronger over time. During the reform period employment of both working and non-working industrial workers, particularly in employed workers grew substantially according to the level of schooling. The importance of education is increasing with more skilled jobs being available in the labour market.

20. Native place of industrial workers in Kolhapur, Maximum percentage employment is provided to the rural area is much higher than urban area of the Kolhapur industry, as well as also provided employment to migrants from other district of Maharashtra and Uttar Pradesh, Bihar and Karnataka. Particularly from Belgum District is less than the Kolhapur district. The local labour is more benefited from the industrial employment opportunities during the reforms.

21. Employment nature of workers, 72.5 percent are from permanent for the employed workers and situation is different for the unemployed workers, i.e. 40.5% were temporary and 29.5% were contract workers. In other words, the temporary and contract workers proportion has increased as far as the employed workers. Since temporary, contract and daily salaried workers is not associated with job security and other associated benefits, increase in the proportion of temporary and contract labours is generally treated as an index of deterioration in the quality employment. Overall the job security in the industrial labour market is observed decreasing form reform period.

22. The numbers of dependents on employees, 45 and 35 percent workers have two children’s from employed and unemployed workers category respectively during the reform period. The 45 percent of unemployed workers from in
between two to four children’s is less than workers of the one child. The workers from unmarried and no child category of the employed workers (22.5%) are greater than the unemployed workers (10%) in the study period. General tendency is to secure the Job to run the family.

23. The opportunities for the skilled workers in manufacturing sector were increasingly generated in the urban and rural area, as indicated by a shift in the structure of skilled employment from rural to urban areas. The shift in employment semi skilled to skilled workers is for working and non working labour. It indicates increased growth and quality employment of employed workers is much higher than the unemployed worker during the reform period.

24. The machine made industries located in the Kolhapur. The distribution of industrywise workers shows that machine shop generated more employments than the other manufacturing industry, such as foundry, chemical, fabrication etc. for both of the working and non working category. It indicates that core industry employment potential is observed to be high in Kolhapur.

25. Residential status of industrial workers, 62.5 percent employed and 56 unemployed workers are living in own house. This is expected as at the district level residential status of the workers as in their Own houses are in majority. While the percentage of the workers 17.5%, 5% and 15% are living in rental house, company house and ancestral house of the living in the same for unemployed workers. It indicates that the living standard of workers employed is higher than the unemployed workers during reform period.

26. The distance from work place of labour, 47 percent and 70 percent workers are from more than 10 km distance for both the working and non working category respectively, decrease percentage from 5-10 km for both the category. But increase the industrial labour supply from the small villages of Kolhapur, belongs to less than five km for employed workers if compared with the percentage of unemployed workers. Majority of the industrial workers belong to more than 10 km in the reform period. The workers have to travel a long distance for reporting to work.
27. The travel Mode of workers in Kolhapur higher percentage (37) and (26.5) depends on two wheelers to reach the work place. This is expected as in Kolhapur, two wheelers are important mode of travel and the place of residence is far away from the place of work.

28. The proportion of another income source in Kolhapur, for small and medium sized manufacturing industrial worker decreased from 76.5 to 70 percent over the time period for both the employed and unemployed category. It shows that the economic security of the workers has reduced in the recent time.

29. The job status (how long) of workers, 40 percent workers have been in the job 5-10 years of job in the manufacturing sector. The worked from 10-15 years 16% from employed and 17.5% are from unemployment workers. It indicates that new economic policy has impact of employed labour than the unemployed labour, because of the job security, social security and other funds of the industrial workers. It shows that economic and social security of industrial workers has become weaker.

30. The employment growth in the unorganized industrial sector is much higher than the organized sector. Overall in Kolhapur employment in the organized manufacturing sector has declined both employed and unemployed workers around less than 30 percent during the reform period. Liberalization has driven more and more people from the organized sector to the unorganized sector.

31. The large number of employed as well as unemployed workers from unorganized manufacturing sector did not get benefit from other sources. The 66.5 and 64 percent industrial workers were membership from club, library, trade union and social organization. These workers were received benefit from the organization, for both employed and unemployed categories respectively. In these industries even in the reform period the organized workers are getting better benefit compared to the unorganized.

32. The economic reforms increase the wages and earnings in the national and state level but available data shows that remuneration of industrial workers did provide the satisfaction for the temporary, contract, Part-time workers, casual
labours, from unorganized manufacturing sector. In general the wage hike for the workers is not so high.

33. The information on labour for specific the reason for the dissatisfaction regarding remuneration workers, increased the percentage of ‘does not take into account cost of living’ as the reason of their dissatisfaction around 31.5 to 35.5 percent from both employed and unemployed category. The workers therefore are not of the opinion that the wages should be based on cost of living.

34. The rate of change of getting a new job of the workers, 50 and 40 percent are skilled workers who have good chances of getting new job. It is expected as at the state and national level the majority of semiskilled and skilled workers have chances to change and getting new job, while percentage of the poor chances, of the change and getting new job were from category of unskilled temporary, contract and causal labour. That is the skilled workers do obtain satisfaction even after the change in job.

35. The benefit of economic package from growth has unequally distributed to the unorganized manufacturing employment. The 52 percent worker belongs to the adequate category from skilled to unorganized. Considering less than adequate economic package are from also skilled unorganized but they are having secondary school level education. The decrease in the growth of more than adequate worker organized as well as unorganized manufacturing workers. The workers do not find the economic package to be adequate.

36. The percentage of growth increase the package of current earning in full employment of till retirement that the benefited workers; and decrease in the percentage of employment in actually benefited persons. The policy situation in such situation would be to encourage the employment, especially skilled youth, to establish small scale units and provide employment on opportunities to the people in the Kolhapur district. The district has potential to generate employment in the unorganized manufacturing sector through the sub contracting of product lines, auncillarisation of industries and by the transfer to
technology. The immediate economic benefit is less than the workers earning for the remaining part of the his service

37. Alternative employment source of workers, declined growth of the Kolhapur industry. The support from the organized sector is less for alternative employment.

38. The 39 percent workers are saving for benefit of post retirement that means there is awareness for post retirement endowment but the decrease the slowly economically benefit from post retirement endowment. The workers prepare on their own for meeting the obligation in the post retirement period.

39. In the manufacturing sector, economic package helps to seek alternative employment for workers in Kolhapur. The 51.5 percent workers did not get help from economic package for alternative source of employment but 25.5 percent workers think it to some extent of for alternate source of employment. The package helping for getting alternative employment was found by less than 24 percent of the total sample, any economic policy under the economic reform did not affect the benefit for workers alternative employment.

40. The post retirement benefit is helpful to upgrade educational qualification. 49% workers indicated retirement benefit was not helpful. About 25 percent got the benefit and 26 percent said up to some extent, retirement benefits was helpful to upgrade educational qualification.

41. The maintaining or improving social status, upgradation of educational qualification, it is found that only in case of about 30 percent workers the given amount not helped in children’s education. However in case of remaining 70 percent workers this has helped, indicating that the support help in children’s education.

42. The result shows that about 72 percent workers agreed that their management guides to upgrade skills and educational qualification. Only about 28 percent
said ‘no’ that in the company does help in suggestion for improving education qualification of workers.

43. The 64 percent of the workers lost the employment due to new economic policy. That percentage increased during the reform period. 36 percent industrial workers left the industry due to family, health and other economic problems. The reform measures have led to the loss employment.

44. After economic reforms, new job opportunities have increased, nearly 88% industrial workers has got new employment. It clearly indicates that liberalization has positive effect on new employment generation in Kolhapur as well as state and national level.

45. Labour demand depends on wages and income. 36 percent workers getting new employment in the period of 6 month to one year. They are from skilled and secondary school level educated and those industrial workers greater than one year duration for obtained new job, belongs to illiterate, primary education, unskilled, semi skilled and most of the belongs to unorganized sector. The employment generation, particularly in industries is considered of the one way achieving inclusive growth.

46. The organized manufacturing sector could provide well secured job. The 67 percent workers are from the company did not provide, adequate compensation for left industrial workers. It is the major problem of workers; they are not getting adequate employment security. These findings were also noted in the previous finding on economic and social security.

47. Remaining Service Workers at the Time of Removed from Employment of worker, increased percentage, at the time of removed industrial workers that their service were remaining greater than the 10 years because the majority, i.e.73 percent of the industrial workers were does the work temporary and contract basis. They belong to unorganized manufacturing sector. The percentage of people belonging to 21 percent worker remaining service was less than 10 years.
48. The new economic policy has significant positive impact for getting income from new employment to the industrial workers. But 31.5 percent worker did not get the income effect from new employment generation. It is found, employment has given increased income to the manufacturing workers, 56.5 percent of the workers reported that there is higher income from new employment than the earlier income of employment.

49. Economic Impact due to loss of Employment, the 87 percent workers are from unemployed industrial workers was the economic impact due to loss of employment, as well as the economic reforms increased the problem of unemployed industrial workers. Majority of respondents revealed that there was economic impact due to loss of employment. It is expected result as there are alternative source of employment in case loss.

50. Foresee to the loss in employment of workers, the maximum number (85%) of industrial workers had prior idea about loss of employment. They were worried about the new job. The casual temporary and unskilled workers did not foresee the loss in employment. The skilled workers are more aware about the coming events.

51. The most of the workers did not keep enough saving to meet loss in employment. That is 57.5 percent workers, due to the lack of knowledge about future and less education, other habits and unskilled or semiskilled workers. 42.5 percent of workers keep savings. The economic backing for meeting the eventualities is less.

52. The 68 percent industrial workers did not force to seek economic help from (personal/relatives) due to loss in employment and 32 percent workers were forced to seek economic help. The workers therefore are depending on their personal strength rather than the recommendation of friends and relatives.

53. The income earning persons is dependent on the family size and level of education. 63.5 percent respondents have only income earning member in entire family and 36.5 percent workers found that only income earning person but also
including the female member were the earning of the family. Therefore, the economic dependence is on single individual.

54. In the period of employment lost, 82 percent workers were forced to work from entire family members and effected the family educational, social and psychological situation of unemployed workers. The family members less number of workers did not force other family members due to sufficient saving and support to work the other family members and they were from well off family background.

55. The 77 percent workers were did not sufficient income from other family members, because number of dependent family members, less number of earning members in the family, less education and unskilled. The percentage of sufficient income for family has decreased and less than 3 percent respondents sufficient income for family to some extent. Even though all the individuals in the family contribute, it is not sufficient to meet the requirement.

56. The effects on children education due to loss of employment. 45 percent of the workers effected of to some extent. Due to lack of saving and source of other income; around 38% workers effect of direct children’s education. So few children dropped education during unemployment period, some of them had taken admission cheaper govt. schools and colleges and some diverted to technical education. 17 percent workers were not affected due to employment loss. The effect on the family with reference to the children’s education is observed to be negative.

57. The Social Impact of workers 66 percent workers reduced their social status during unemployment phase. Because of the workers find illiterate, primary education, responsible for children’s education as well as more effected to temporary contract workers and unorganized manufacturing sector. The workers from educated background, skilled and permanent workers were economic and social security before unemployment i.e. 33 percent workers said ‘No difference’ of social impact due to employment loss. Only two workers find the increased social status due to loss employment, because they were well family
background, did job only marriage purpose. The negative social impact of organize as well as unorganized manufacturing workers during the unemployment phase.

58. The people in the society reduced help after losing employment 42.5 percent workers did not received help from the people in the society because they worked in unorganized sector, semi-skilled and unskilled, illiterate and primary education and immediately searched new employment agriculture as well as non agriculture sector for daily wages during unemployment for economic support to the family.

59. There is no significant effect of unemployment on the personal relation of industrial workers. 62.5 percent workers find free relations with family and others members after unemployment. This is because 36 percent workers were having only one child. There was not more responsibility of incomes for children education. Only 37.5 percent workers were not found more free relations with family and other members because lack of another income sources, remuneration dissatisfaction etc. The free relationship after unemployment is depending on the responsibility, family size, secure job, income and saving etc.

60. The workers responses regarding keeping contact by relatives during unemployment period. 45% workers are from skilled, educated (primary and secondary) and had kept the sufficient income therefore able to keeping contact friends and relatives. The 55 percent workers were found economic impact during unemployment. Therefore stress under the finding new employment opportunities in agriculture as well as non-agriculture sector, support of female members for small family size and unable to participation of friend, relatives function and cultural programme due to relatives did not contacted during the unemployment period.

61. The industrial workers mostly (75%) found they got the stress under the knowing about their losing job. There were 73 percent industrial workers worked at 5-10 years and above extra duties for more money, did not another
income sources, more family responsibly of workers, problems of children education and influenced barriers for children marriage. The workers were from skilled, educated (Primary and Secondary), agricultural land under cultivation, own tradition business, income from the family members that found 25 percent workers they did not shocked loss of employment.

62. The medical problems during the unemployment period. 79 percent worker faced medical problems which are the external factors affected for health such as poverty, depression, malnutrition, unskilled labour, working at low wages etc. The internal problems are lack of medicines and well treatment from specialist doctors due to economic impact. Only 21 percent workers did not faced medical problems during employment because migration of skilled workers immediately, employment opportunities within 6 months to 1 year and enough saving before unemployment.

63. The 56.5 workers had faced mental stress for getting new employment. Because there was found the economic impact, foresee the loss in employment, only income earning member in their families, reduced social status in the society. The workers were from the semiskilled, secondary education, they also faced problems to some extent during unemployment phase, i.e. 34.5 percent The workers had kept saving, another source of income, number of income earning member in their families, only 9 percent workers did not find mental stress to search new employment. It is clear that the majority of unemployed industrial workers found under the mental stress for searching new employment.

64. The majority i.e. 55 percent of workers did not practiced cultural activities in their unemployment phase, few workers stopped them activities and some interested but that they reduced, because workers were from temporary, contract, casual, daily wages as well as permanent workers also reduced the activities to need find new employment for economic stability and support to the family income as well as for social status. 45 percent workers participated cultural activates in their unemployment period because for the additional income.
65. The economic effect of workers due to unemployment, 40.5 percent workers influenced the expenditure on ceremonies and rituals (marriage etc.). Because less income in their families, working in female members for daily wages and also found the impact on children’s education. The 36.5 percent workers reduced the living expenditure to some extent. And 23 percent workers were did not affected because of enough saved money during working period, support from family members in large families, different income sources, adequate remuneration from company before unemployment. Most of the workers in the unemployment period found the economic impact therefore decline expenditure on workers ceremonies and rituals.

66. The impact of unemployment influenced the economic situation participate in their friends and relatives function. 44.5 percent workers were affected their participation because insufficient income for the family, decreased social status. The 36.5% workers also economic impact to some extent. Only 19 percent workers did not be affected, because they got the employment within 6 months to 1 year, received the economic help from relative and friends during unemployment period.

5.1 CONCLUSION

The study was undertaken to assess the impact of liberalization on the industrial labour market of Kolhapur district. Based on the secondary data from 1990-91 to 2009-10 and use of techniques in statistics, attempt was made to highlight the contribution made by new reforms to the labour employment. But the analysis shows the new era of liberalization has not resulted in positive contribution to any parameters of labour market, such as registration of new units, reduction in closures, increase in incomes, production, government employment, female employment and others. While the rest of Maharashtra has observed positive trend in these variables during the last twenty years, Kolhapur district has lagged behind. Considering these aspects the government should study in detail the case of Kolhapur industries and labour market separately, and come out with policy measures suitable for the district. In the absence of this conscious effort the district will become a drag on the otherwise industrially progressive Maharashtra state.
Manufacturing sector remains an important engine of growth in the Kolhapur. Economic reforms have seen changes in the structure of employment within the organized and unorganized manufacturing sector. The opportunities for employment in this sector were increasingly generated in the urban than rural areas. There was a decline in the share of employment organized sector. The structure of employment in terms of the gender composition did not change much over the period with only three percent of the workers being women. The unorganized manufacturing industries engaged a larger share of family labour. The well potential of the industries in unorganized manufacturing was categorized on the basis of the growth with good quality employment. The recent decade witnessed a number of industries growing with good quality employment, the top growth industries with good quality employment grew with a slightly declining share of women workers. The high performing industries increased the flexibility of their workforce by engaging a higher share of temporary, contract and part-time workers. This was particularly true of the smaller sized industries. The growth of industries with poor quality of employment also indicated a shift in daily wage worker and part-time work. These changing trends in the structure of the unorganized manufacturing industry point to the increasing flexibility of the workforce by the firms as they try to reduce costs.

This study also discusses organized and unorganized industrial labour market issues in the context of liberalization and economic reforms. Based on the field survey discussion point to employment situation as well as economic, social, educational benefits of employed workers and economic, social, psychological, cultural effects of unemployed workers during the reform period in Kolhapur. The employment growth in the unorganized industrial sector is much higher than the organized sector. Overall in Kolhapur employment in the organized manufacturing sector has declined both employed and unemployed workers around less than 30 percent during the reform period. Consequently, the proportion of unorganized sector employment has considerably increased in organized manufacturing sector. Apart from new job largely being created in the unorganized sector, a large number of retrenched workers have found refuse in the unorganized sector. Liberalization has driven more and more people from the organized sector to the unorganized sector. There is a need to reserve this process.
so that more and more units in the unorganized sector are enable to graduate and join the ranks of organized sector.

The labour market condition in Kolhapur has changed conspicuously because of LPG policies of government. The sanguine sides of the change are increasing literacy rate of workforce, living status, Rate of changing jobs in skilled workers, labour productivity, average earning etc. However the menacing side includes declining rate of employment growth, social security, and job security, increasing casualization, growing wage inequality, worsening working condition, increasing inequality among the workers and many other factors. The protection of industrial labour in the organized labour aristocracy at expense of the unemployment and in unorganized sector such as temporary, contract, and casual workers, do not have such protection. Liberalization removes distortion in the economy and recommends greater flexibility of labour market to increase the benefits from the reforms.

The effect of the crisis on unemployed labour in Kolhapur manufacturing industries during the unemployment, workers in general tried to adjust to the wage loss and consequent income fall by spending less on their physical as well as social life. In the initial phase, workers trimmed spending on their social life, followed by reduction in expenditure on health, education and ceremonies. When the unemployment persisted, the workers were left with little alternative other than to cut back expenditure on even absolute necessities (food, shelter, clothing etc.). As the unemployment continued, they were compelled to reduce even the quality of food intake. On top of all this there was the economic distress-driven conflict domestic depression fall, mostly women and children. It is found that expenditure reduction on food education and health and of assets was mostly done by workers in the lower income strata in both industries.

In the manufacturing sector some positive linkage were observed between organized and unorganized sector. This possibly led to relatively less divergence in labour and increasing convergence that the benefits of growth were better distributed between organized and unorganized segments in manufacturing sector. We have opted for the last option which requires: 1) an industry-mix favoring employment generation, 2) manpower and skill formation consistent with the emerging requirements in the labour market and 3) improvement in quality of technical and other higher education.
5.2 SUGGESTIONS

1. The study shows that the enthusiasm, with which the reforms were introduced in the early nineties, fizzled in the later years. In order to revive the subdued interest the government should include highly motivated staff.

2. From the study it was observed that very large employment generating industries have not been started in Kolhapur district, even though the environment and procedures have been made favorable for the business. So, the government should identify the main cause for inactive business entrepreneurship and develop suitable policies.

3. In the medium employment industries, it was found that they did not create any significant employment in the fifteen years time period. The government therefore should formulate new policies, especially for the Kolhapur district to promote more labor absorbing industries.

4. The percentage of the industries closed has also not reduced during the liberalization period. The constant percentage of closure should be examined by the government closely and take up steps to reduce this percentage.

5. As compared to the entire Maharashtra in Kolhapur district the number of registrations were also very less. To increase the registration and thereby pass the benefit of liberalization to labour in Kolhapur, innovative policies should be developed to attract new entrepreneurs and increase the registrations of new industries.

6. World over the female employment is observed to be increasing, while in Kolhapur district, it remained at very low level of 3%. One way to increase employment and change the composition of labour market is to encourage industries where female would prefer to work. Some of them could be, garment industries, art and designing related units, small business for households food products and others.
7. It is observed that the government employment has also decreased in Kolhapur district. As the population pressure has not reduced, the government, instead of reducing the labour, should focus on improving the efficiency or marginal productivity of labour in their organization. Thereby the government units will not only become viable, but also the labour market position will be comfortable.

8. The income of labour employed in Kolhapur district has also not increased significantly. The main reason for this is the small percentage increase in industrial output. To make a positive impact on the labour market, policies should be directed towards new units as well as the exerting units. The government should help the existing units to identify new markets and thereby expand the capacity of the existing industries.

9. New set of policy measures are required to overcome industrial recession in Kolhapur district.

10. As large industries have not been attracted to Kolhapur district during the reform period, it is important take up independent study to find out the causes for the same.

11. Labour intensive industries should be identified for the region and encouraged, as is no significant change in the structure of employment in the last twenty years.

12. A separate survey should be conducted to identify the problems of functioning industries well in advance. This will reduce the problem of industrial closures.

13. The Government should identify the industrial jobs where the people from SC & ST community can be absorbed. This will serve the objective of inclusive growth.

14. Skill based education institution should encourage in the region, at the labour required for the industries can be provided locally.

15. Measures should be taken to improve the labour market security by promoting permanent employment, rather than contract and temporary employment.
16. The industrial workers travel more than 10 km from their village to reach the factories. The industries should provide transport facilities or encourage the workers to stay in societies near the industrial units.

17. Public infrastructure projects in Kolhapur district should be taken on a large scale. The produce alternative source of employment as well as encourage the new industries to come for investment.

18. Focus should also be more on unorganized sector employment as their sector has provided more employment opportunities during the reform period.

19. Alternative industrial training institute should be started in Kolhapur. These institutes should particularly focus on providing alternative training in skill development or enhancement of educational qualification for the displaced industrial workers.

20. Compensation packages for workers should be reworked based on the cost of living. This will make unemployed industrial workers more economically stable during their crisis period.

21. The information about the likely loss in employment of the industrial workers should be given well in advance. This will prepare the workers psychologically to deal with the changed situation.

22. Long-term savings scheme should be started for the industrial workers. This will provide a cushion to the workers during the phase of unemployment.

23. It is observed from the study that the education of the children in most effected due to loss of employment of the bread winner. To see that the future generation education and training is not affected due to reform, new measures should be thought at the district, state and national Level.