CHAPTER VII

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSION
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7.1. Introduction

The silk industry plays an important role in bringing about radical changes in the rural economy. Apart from aiding economic development of the nation, they have taken a number of social welfare activities for the benefits of the weavers' community. They not only provide employment opportunities but also contribute a lot to the far-reaching socio-economic development of the society. In the previous chapters, importance of silk co-operatives, growth and progress of the silk industry, working of silk co-operatives, profile of the sample weaver members, and their attitude towards silk weavers' co-operatives have been examined. The main findings emerging from these are given below.

7.2. Findings

7.2.1. Performance of selected silk co-operatives

In physical numbers, Kanchipuram Vallalar Society has the highest number of registered members (3165) and the Mamallan has the lowest of 721 registered members. In all the 10 selected co-operative societies, the number of members is in decreasing trend from the year 2002-03 to 2006-07. This is because mainly due to several problems faced by the weavers mainly the continuity of work and low wages impose the weavers to drop out. The Average of the members reveals that Vallalar Co-operative Society has highest members and Mamallan has the lowest. Since there was no annual report for Vallalar Society
the data has been presented only for two years, so it reveals the highest average member. Standard deviation shows that Kanchipuram Silk Co-operative has the highest fluctuation and Aringnar Anna which leads first at present has the lowest fluctuation in the number of members. Co-efficient of Variation too pinpoints the same result of standard deviation. AGR and CAGR of all the society are negative because due to the decrease in membership in all societies during study period. Thus the numbers of members during the study period decreased.

The share capital positions of all the selected co-operatives are fluctuating during the study period. The mean value shows that the Aringnar Anna Co-operative has the highest average capital of 160 and Mamallan Co-operative Society which is low in membership has the lowest average capital of 21.32. The result of standard deviation and Coefficient of Variation portrays Aringnar Anna Silk Co-operative Societies has the highest fluctuation. AGR and CAGR of the majority societies reveal that the share capitals have been declined during the study period.

It is determined that the average annual production ranges with the minimum of 66.95 lakhs and maximum of 1623.43 lakhs. The Arignar Anna Silk Co-operative stands first in the rank because it adopts various welfare schemes for members and promotional measures to dispose the stock. It leads to highest production. Due to high fluctuations S.D and C.V of Mamallan Silk Co-operative Society is high which is followed by Arignar Anna Silk Co-operative Society. AGR reveals Mamallan has the highest growth rate.

The sales of the all selected societies are fluctuating during the study period. Average mean 2164.09 of Arignar Anna Society reveals that this society made a highest sale and Sri Varadarajasamy Society made
a lowest sale having a mean of 466.31. Standard deviation and C.V of Kanchipuram Silk Society is minimum and Mamallan Society has maximum deviation. AGR and CAGR of most of the society is negative indicates that growth rate of sales position was declining during the study period.

Gross profit of Arignar Anna Society is high and Kanchipuram Vallalar Society earned a loss of 1.62 lakh in the year 2005-06. While comparing AGR and CAGR the gross profit of all the selected societies is poor because it shows negative value except Arignar Anna Silk Co-operative Societies.

During the period undertaken to analyse the working performance only Arignar Anna and Kanchipuram Murugan Societies was earning profit after meeting all operating and non operating expenses. All other societies are in loss. So profitability of the selected societies was poor.

7.2.2. Perception of Member Weavers

Out of 684 respondents, 86.26 per cent were males and 13.74 per cent were females. The predominant age group of the sample weaver members (40.20 per cent) was 41-50 years. A good majority of the remaining respondents were distributed in the age group 31-40 years and above 50 years respectively.

The predominant literacy group (33.63 per cent) of the respondents had primary education. 28.51 per cent and 15.79 per cent of the respondents had secondary education and were illiterate respectively. About 51.02 per cent of the respondents had monthly income of Rs.5001-7500. 20.76 per cent and 20.32 per cent of the respondents belonged to the income range up to Rs.5000 and Rs.7,500 to 10,000 respectively.
About 45.03 per cent of the respondents have two looms. 29.68 per cent and 11.99 per cent of the respondents have three and one loom respectively. 84.36 per cent and 15.64 per cent of the respondents have contributed investment up to Rs.50,000 and Rs.50,001 to 1,00,000 respectively.

45.03 per cent of the respondents borrowed amount of Rs.10,001 to 20,000. 22.95 per cent and 11.99 per cent of the respondents borrowed Rs.20,001 to 30,000 and up to Rs.10,000 respectively.

38.16 per cent, 36.84 per cent, 20.18 per cent and 4.82 per cent of the respondents have number of family members up to 4, 5 and 6, 7 and 8, and above 8 respectively. 60.82 per cent of the respondents belonged to nuclear family and 39.18 per cent of the respondents were in joint family.

19.88 per cent, 50.44 per cent, 22.22 per cent, and 2.49 per cent of the respondents have number of dependants up to 3, 4 and 5, 6 and 7, and above 7 respectively. The social status of the majority of the sample members (76.46 per cent) is backward class. 20.32 per cent of the respondents belonged to most backward class.

15.20 per cent, 10.96 per cent, 8.04 per cent, 11.99 per cent and 9.5 per cent of the respondents are selected from Sri Murugan, Aringar Anna, Kamatchi Amman, Thiruvalluvar, and Kalaignar Karunanithi Silk Weavers’ Co-operatives respectively. 10.23 per cent, 6.29 per cent, 4.97 per cent, 18.57 per cent and 4.24 per cent of the respondents were selected from Kanchipuram, Sri Varadarajasamy, Pallavan, Vallalar and Mamallan Silk Co-operatives respectively.

There is no significant relationship between the satisfaction level of the respondents belonging to different gender and social status with the weaving occupation. There is no significant relationship between the satisfaction level of the of the respondents belonging to different
The average satisfaction score of the male respondents (2.854) was high followed by average satisfaction score of the female respondents (2.819) with the weaving occupation. Therefore, male members were more satisfied than female members with the weaving occupation.

The average satisfaction score shows that the respondents belonging to primary education were more satisfied (2.965) with the weaving occupation followed by respondents with secondary education (2.851).

The average satisfaction scores of the respondents belonging to monthly income Rs. 7,501-10,000 were high (2.956) followed by the respondents whose monthly income was Rs. 5,001-7,500 with the weaving occupation. It reveals that the respondents getting monthly income Rs. 7,501-10,000 were more satisfied with the weaving occupation followed by the respondents getting monthly income Rs. 7,501-10,000.

The average satisfaction score of the respondents who owned 3 looms was high (2.911) followed by respondents owned looms (2.879) with the weaving occupation. Hence, the sample members who owned 3 looms were more satisfied with the weaving occupation in Kanchipuram.

The average satisfaction score of the respondents who have made investment up to Rs. 50,000 was high (2.880) followed by the respondents’ who have made investment 50,001-1,00,000. Thus, the respondents who have made investment up to Rs. 50,000 were more satisfied with the weaving occupation. Moreover, it is evident from the average score of the respondents on weaving occupation, it could be
inferred that the respondents belonging to SC/ST were more satisfied than others.

There is a significant relationship in the satisfaction level of the respondents belonging to different age groups, educational status, monthly income, number of looms owned, and amount of investment with the infrastructure support extended to the members of the silk weavers' co-operatives in Kanchipuram. However, there is no significant relationship in the satisfaction level of the respondents belonging to different gender, social status and society with the infrastructure support.

Out of the 684 respondents, 1.46 per cent, 24.85 per cent, 41.23 per cent, 25.29 per cent 7.16 per cent of the respondents were highly satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied and highly dissatisfied respectively with the infrastructure support extended to the members of silk weavers' co-operatives in Kanchipuram. The mean score of the satisfaction level reveals that the respondents have higher satisfaction with the transportation (3.204) followed by training facilities (3.067). In the case of power supply, the respondents have lower satisfaction score (2.707) followed by infrastructure facility (2.760).

There is a significant relationship in the satisfaction level of the respondents belonging to different age groups, educational status, monthly income, number of looms owned, amount of investment, and society they belong with the work environment of the weaver members in the silk weavers' co-operatives in Kanchipuram. However, there is no significant relationship in the satisfaction level of the respondents belonging to different gender and social status with the work environment.
Out of the 684 respondents, 3.36 per cent, 28.51 per cent, 45.03 per cent, 17.69 per cent, and 5.41 per cent of the respondents were highly satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied and highly dissatisfied respectively with the work environment. The mean score of the satisfaction level reveals that the respondents have higher satisfaction with the activities of the association (3.301) followed by terms and conditions (3.226). In the case of wage earning, the respondents have lower satisfaction score (2.836) followed by availability of labour (2.902).

There is a significant relationship in the satisfaction level of the respondents belonging to different age groups, educational status, monthly income, number of looms owned and amount of investment with the welfare measures offered to the members of the silk weavers’ co-operatives in Kanchipuram. However, there is no significant relationship in the satisfaction level of the respondents belonging to different gender, social status and society they belong to with the welfare measures offered to the members of the silk weavers’ co-operatives.

Out of the 684 respondents, 1.02 per cent, 14.33 per cent, 49.27 per cent, 29.24 per cent, and 6.14 of the respondents were highly satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied and highly dissatisfied respectively with the welfare measures offered to the members of silk weavers’ co-operatives in Kanchipuram. The mean score of the satisfaction level reveals that the respondents have higher satisfaction with the medical facilities (2.780) followed by housing facilities (2.770). In the case of bonus, the respondents have lower satisfaction score (2.672) followed by family welfare scheme (2.764).
There is a significant relationship in the satisfaction level of the respondents belonging to different gender, age groups, amount of investment, and society they belong with the government support to the members of the silk weavers' co-operatives in Kanchipuram. However, there is no significant relationship in the satisfaction level of the respondents belonging to different educational status, monthly income, number of looms owned and social status with the government support to the members of the silk weavers' co-operatives.

Out of the 684 respondents, 3.65 per cent, 24.42 per cent, 40.06 per cent, 23.97 per cent, and 7.89 per cent of the respondents were highly satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied and highly dissatisfied respectively with the government support given to the members of silk weavers' co-operatives in Kanchipuram. The mean score of the satisfaction level reveals that the respondents have higher satisfaction towards relationship with the employees of the societies (3.328). The respondents have lower satisfaction score with the supply of yearn (2.793) followed by government assistance (2.643).

Inadequate family welfare, poor wages, non-availability of labour, inadequate incentives and subsidies, problems in access to society credit, inconsistent work throughout the year, inadequate infrastructure facility, meagre bonus, inadequate government assistance and frequent power cut are the problems of the weaver members of the silk weavers' co-operative societies in Kanchipuram.

Adequate family welfare, continuous power supply, fair wages, availability of labour, adequate government assistance, consistent work throughout the year, adequate incentives and subsidies, access to society credit, adequate infrastructure facility and adequate bonus are
the suggestions of the respondents to overcome their problems in the silk weavers’ co-operative societies in Kanchipuram.

7.2.3 Problems of Silk Weavers

The overall ranking of the problems of all the 684 sample members irrespective of the societies to which they belong, the following findings can be drawn. It is observed that the “problem of insufficient work throughout the year” ranks first with the intensity value of 265 because all the societies supply yarn to its members on rotation basis due to accumulation of produced goods, so weavers do not get work continuously. “Problem of poor wages” ranked as second, followed by “absence of job satisfaction” as third, “problem in lack of modernization in silk weaving” as fourth, “problem of inadequate bonus” as fifth and “problem of improper implementation of government schemes” as sixth.

Regarding the “problem of lack of financial assistance” out of total respondent of 684, 97 have given strongly agree, 146 have given agree, 285 have given neither agree nor disagree, 146 and 10 have given disagree and strongly disagree respectively. Keeping this opinion the intensity value derived is 174 and it ranked as seventh problems.

As far as the “problem of inadequate infrastructure facilities” is concerned the intensity value is 164 and it ranked at eighth position followed by “inadequate family welfare schemes”, “lack of awareness about the importance of weavers union” and “unawareness about training program” as ninth, tenth and eleventh respectively.
7.3. Suggestions

The Central government needs to recognize the value of the silk industry in sustainable development. On its own, the government would never be able to provide employment to such a large workforce. Going by the logic of liberalization itself, the government in turn ought to formulate, promote and encourage policies that sustain this employment. Government has to ensure a level playing field for this industry. Principally, the government has to change its policy, swinging between attitude of gross neglect and shallow protection, to an enabling role.

Investment in silk industry has so far been limited to input supply costs. While there have been some piece-meal projects such as work shed-cum-housing and project package schemes, they merely perpetuate the existing conditions. There has been no thinking on basic requirements of the silk weavers. Facilities such as land, water and electricity need to be provided in many places that are a harbour for silk weaving. On the other hand, power looms are getting more usable support from the government in procuring land, water and electricity. In many places, the only water available is groundwater, which is laden with salt and other contaminants. This affects the quality of production, economies and also the structure of production. Silk weavers simply have to put in more time to procure water for drinking and other needs, as well as compromise on dyeing quality. Common facilities have not been developed. Therefore, there is a need for new programmes that enable the development of infrastructure and emergence of new weaver members into the silk co-operatives.

The members of the silk co-operatives should increase its design in response to changes in the market; the bottlenecks are many. The
lack of change is not due to the weaver not being amenable to change. Rather, it is due to unwillingness of the silk co-operatives to take risks and provide incentives to weaver members for effecting the change. Since the traditional weavers find it hard and resist change in weaving, the State Government should, in consultation with institutions arrange for imparting training to weaver members in this regard and for their skill upgradation. Therefore, the government should provide necessary grant to the silk co-operatives to concentrate more on developing designs.

Most of the silk handloom designs are not protected. As a result, silk co-operatives are not interested in case they end up with the risk and those who copy the benefits. The silk co-operatives should come forward to protect the silk designs which include development of silk marks and registration under Geographical Indications Act.

Allocations for handloom in Union and State budgets are being reduced. Budget has to increase with new schemes which address the problems of the silk weavers, in view of the linkage and the need to protect rural employment.

Wage earnings of the weaver members are very meagre. Majority of the silk weavers are not satisfied with their wage earnings. Hence, the silk co-operatives should fix minimum reasonable wages for their weaver members. The weaver members of the silk co-operatives are living in hand-to-mouth conditions, with no house or assets. These issues need to be addressed by the government; to at least effectively implement the Minimum Wages Act.

Silk products require better and wider market network. Presently, the silk products of the silk co-operatives are available only in a few places. An umbrella market concept financed by the government should be formed to market the products of the silk co-operatives.
Further, each silk co-operative should have attractive showroom to market their products. Further, arrangement can be made for issuing discount coupons to the buyers who can buy the silk products in reduced price at the time of their next purchase at the silk co-operatives. The silk weavers’ co-operatives should participate in handloom exhibitions and the Government should meet the cost of such participation till the societies become economically viable.

There should be a separate wing for market research in the Directorate of Handloom and Textiles. This wing must undertake market research to identify current needs of the market and the discerning foreign consumers, the latest designs and patterns and explore new markets and pass on the market intelligence to the silk co-operatives.

The silk co-operatives face a tough competition from the private silk weavers, who are financially very sound and who have more control over the cost of production and design. The private master silk weavers do not have more permanent weavers and most of them are working on temporary basis. The master weavers pay them only when they have work. This factor reduces the total expenses or salaries or other allowances payable by the private master silk weavers. Since the silk co-operative consist of permanent weavers, it has to pay them even when there is no work, thus it naturally increases the cost of production. That is why the silk co-operatives are not able to pay adequate amount of bonus to its members. It this therefore suggested that the silk co-operatives should take necessary efforts to reduce its cost of production and disburse reasonable amount of bonus to its weaver members.

The working conditions of the weaver members are not satisfactory. For the benefit of the member weavers and to improve their working
conditions, some technical and financial assistance can be extended. The member weavers of the silk co-operatives do not have work throughout the year due to seasonal demand of the silk fabrics. To solve this problem, the silk co-operatives should try to get more export orders by capturing new foreign markets which would enable the weavers to have work throughout the year.

In silk weaving, the looms are still manually operated to get better quality fabrics especially in the case of silk sarees. The weavers feel that the operation of handlooms needs a lot of physical strain and it is a time consuming one. Hence, the handloom research centres should find out an attractive modernized looms to replace the existing one.

Non-monetary benefits such as medical facility, housing facility, family welfare schemes and recreation arrangements are not properly provided to the weaver members of the silk co-operatives. Therefore, the silk co-operatives should make necessary arrangements to provide necessary benefits to the weavers who rely on their physical stamina in their present occupation. Family benefit schemes like pension, financial aid to the affected family, in case of unexpected demise of a weaver during his service, should be provided. With the contribution from weavers, the silk co-operatives and State government should establish jointly a separate fund to help the deceased weavers’ family.

Silk weaving requires skilled knowledge particularly while weaving sarees and carpets. Hence, in order to encourage the weaver members, the silk co-operatives should launch some special schemes in the form of incentives. This will create a competitive spirit among other weaver members to compete with one another in getting the incentives.
Most of the weaver members involved in silk weaving are illiterates. As they are uneducated, they face many problems in knowing the modern techniques in weaving, in utilizing the welfare schemes of the government, in getting financial assistance from banks and other similar funding agencies. Hence, it is essential to create awareness among the weaver members by implementing mass and non-formal education programmes and impart training on weaving.

7.4. Conclusion

Majority of weaver members of the silk co-operatives feel that due to various reasons they do not get job satisfaction in their present occupation. Meagre wages, poor working conditions, inadequate non-monetary benefits, and insufficient work throughout the year are the important problems and because of these problems they are not happy with their work. Thus the involvement of members and their opinion will certainly improve the performance of silk weavers’ co-operative societies not only in study area but also in other areas. The researcher has suggested suitable measures to overcome these problems in the previous paragraphs. If the study provokes the people concerned to take some positive measures which will benefit all weaver members they will have better job satisfaction in their present occupation, the researcher will feel amply rewarded.