CHAPTER VI

CONCLUSION AND SUGGESTIONS
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A) SUMMARY -

6.1 INTRODUCTION

A) Women are considered the human resource of choice for the unorganized sector especially for bidi industries because they lack education and training, they are amenable to accept lower wages for equal work due to gender casting and they have no resource for any remedies owing to the invisible and unorganized nature of their work.

The researcher selected the topic titled “A study of women bidi workers in Nashik District with special reference to Sinnar.” Women bidi workers the most neglected and deprived section of the society especially in Sinnar has not received any due consideration till today. Bidi industries in Sinnar are considered a vital one in many respects. They provide major employment opportunities to women in this area. Bidi rolling plays an important role in the household economy, especially in Sinnar area of Nashik District.

The researcher being a Commerce student opted Labour Economics at M. Phil. Level. For research work this topic was selected because the researcher has been born and brought up in Nashik. The life of women bidi workers with all its hazards has always created a desire to know them better and closer. It is this desire, which has culminated into the present research work. The present study has been undertaken with a view to highlight the miserable lot of women bidi workers in Sinnar and their socio-economic conditions which are more
economic conditions of women bidi workers, their working condition employer-
employee relation and Government Role.

B) India has come a long way since independence women who constitute
nearly half of the population plays a very significant role in the homes and
outside. The future of mankind is thus linked to the development of women's
potential. Pandit Jawaharlal Nehru had said, “To awake people it is the woman
who must be awakened. Once she is on the move, the family moves, the village
moves and the nation moves.” After Independence the constitution has given
equal opportunities to men and women on paper, yet women remain secondary
to men.

One of the major characteristics of the Indian labour force is the structural
stagnation in its inter-sectoral distribution, with about 70% of the labour force in
rural areas and the rural female worked is 28% who mostly work in the informal
sector which is unreported. In practice, however, the benefits of development
accused to women are far less than those of their counterparts. Because men
have greater access to education and are more highly educated than women,
education has served as a discriminatory tool to limit work opportunities and
wages for women.

Illiteracy and general backwardness of women is still continuing. Dowry
harassment and deaths have increased greatly in recent years. Education and
health of women are neglected. Most of the Indian women are not conscious of
their low status and those who are aware of it are mostly helpless because of our
social structure and cultural values. Most of the legislation have remained on paper and out of the reach of common women. In free India women are still bound by customs, traditions, economic and social, caste, community, religion all play important role to keep their status low. The level of oppression of women may vary from group to group but in general every where women are the exploited lot, especially in the unorganized sector that too bidi industry in Sinnar.

Bidi Industry is contributing about Rs. 250 crores per annum by way of Central Excise to the Central Government over 90% of employment in the tobacco industry in India is in bidi manufacture. As per the Annual Report 2000-2001 Ministry of Labour. Almost in 14 states of India Bidi workers constitute a large proportion, i.e. 44,11,275/- (approximately).

In Maharashtra, there are 2,56,000 of Bidi workers and the big bidi industries are situated in the districts of Bhandara, Wardha, Vidharbha, Gondia, Kamathi and Jalana. There are some districts who have both small as well as big bidi industries like Pune, Solapur, Kolhapur, Jalgaon, Nashik and Bhivandi in Mumbai. However, Bidi Industry is on the verge of its end in Maharashtra due to non-co-operation of Maharashtra Government.

C) Unorganized group of women workers include who cannot be identified by a definition but could be described as those who have not been able to organize in pursuit of common objective because (a) they are scattered (b) the nature of their job is casual or seasonal (c) workers are ignorant and illiterate (d) small size of establishments with low capital investment, (e) low and unequal
wages, (f) no financial security (g) large family, (h) Unhygienic living conditions etc.

Thus in short "Unorganized Sector" implies in-secured unprotected employment work that is labour intensive with poor value added. It is always a threat of losing role and hence economic and social exploitation of labour and of course women are more vulnerable than men.

D) The present study reveals various problems faced by women employed in Bidi Industries in Sinnar.

Women find it difficult to take up productive work outside the home. However, when financial conditions deteriorate, it is women's labour that often comes to the rescue of the household and that helping hand is provided by Bidi Industries especially in Sinnar which is considered a vital one as it provides major employment opportunities to women in this area.

Bidi industry in Sinnar is the most "Female Intensive" industry. As it falls under the category of the most unorganized sector the problems of women bidi workers in Sinnar are many such as –

1) Malpractices and exploitation.

2) Low Marginal Wages.

3) Shortage of supply of raw materials, i.e. tendu leaves.

4) Rejection of bidis.

5) Absence of proper housing, health and working conditions.

6) Absence of social security and other measures.

7) Long working hours and unstable and unsecured jobs.
8) Non amicable relations with Employer.

9) Absence of Education and Unawareness about the laws.

10) Massive poverty and unsafe and hazardous job.

11) Government's role is negligible in line with legislative measures.

Thus the researcher has studied the above reasons which affect the status of women bidi workers in Sinnar. It was found that social status generally coincides with economic status. In other words, both are more or less overlapping. So the women bidi workers who are economically very poor also occupy a low position in the social scale. So it must be mentioned here that in the lower strata the problems are more 'Economic' than 'Social'. In general, the researcher observed the degree of socio-economic backwardness among the women bidi workers in Sinnar. The result suggested majorities of women bidi workers are illiterate and poor and also stress the need and positive side of adult education which can be made available to them so as to make them aware of the existing conditions.

6.2 IMPORTANCE OF THE STUDY –

The women bidi workers who are the backbone of the industry should have congenial and encouraging social and economic life. This study has much significance from the point of view of rural employment as it assures full year job than Rojgar Hami Yojana with less capital and infrastructure. So this study will enable Government to take certain steps in this direction.

The Bidi Industry is providing some subsistent living. Most of the workers who belong to lower income group would have been on the cores of roads
without employment in the absence of this industry. So this study will enable Government to take certain steps for raising the standard of living of women bidi workers who has been exploited in every sphere.

"The present study even though carried out at micro level may prove to be useful as follows:

1) The background of women bidi workers and their problems can be understood.

2) Greater attention can be paid to the interest of worker in the unorganized sector for the improvement of real earnings and working conditions. Relationship with employers and Government rules in their job can be analysed.

3) Present research can become a study model for others.

4) The study also highlights the fact that women status in the unorganized sector and in bidi industry is not satisfactory.

Bidi Industry it properly encouraged and supported by the Government would promise way to the economic prosperity of nation. Hence this research work is significant in present scenario.

6.3 TITLE

"A STUDY OF WOMEN BIDI WORKERS IN NASHIK DISTRICT WITH SPECIAL REFERENCE TO SINNAR."

6.4 OBJECTIVES OF THE STUDY:

1) To study the present status of Bidi Industry in Nashik District with special reference to Sinnar (pertaining to Social economic conditions of women bidi workers.)
2) To study employer and employee relations and its effect on Women Bidi workers in Sinnar.

3) To acquaint with the working conditions and problems faced by the Women Bidi Workers.

4) To study Government’s Role in Bidi Industry in line with legislative measures.

6.5 HYPOTHESIS:

1) Social and Economic conditions of Women Bidi Workers are not satisfactory.

2) Working conditions of Women Bidi Workers are not healthy.

3) Employer and Employee relations are not amicable.

4) The role of Government in line with legislative measures for women bidi workers is not satisfactory.

6.5 RESEARCH DESIGN –

As a qualitative research it aims at specific predictions, with narration of facts and characteristics concerning individual and group of women bidi workers. In the present study women bidi workers from 4 different Karkhanas constitute the population, which has been selected Industries namely, Sable Waghire & Co. (Sambhaji Brand), Chandak & Brothers (Cock Brand), M/s. Chotheve & Sons (Cow Brand) and Shramik Bidi Utpadak and Audyogik Sahakari Sanstha Maryadit (Camel Brand and Sarda & Sons) from Sinnar.

The researcher selected the period for the study from 1st June, 2000 to 1st June, 2005. The researcher has selected 400 workers at random from the above
4 Karkhanas as a sample, i.e. 10% of worker's population working in 4 Karkhanas. Researcher also has taken interview of 25 owners members from these Karkhana, total sample size is 425.

6.7 DATA COLLECTION TOOLS –

For the present research work the data required is of primary nature. The researcher used Interview Method, Questionnaire Method. The researcher used the 'People Source' for collecting data.

For the collection of secondary data various sources like books, articles / directory etc. Related to fields were used.

6.8 STATISTICAL TOOL USED –

Large Sample Test was used to test the significance level of the hypothesis.

B) CONCLUSION

Analysis and Interpretation – of data gave conclusions based on objectives, which are given below

A) Interview schedule responses.

Item – 1 – As per the categories of establishments that the contractor system is not existing in Sinnar, so exploitation of women bidi workers through contractor does not prevail. But exploitation of women bidi workers still continue through adoption of Malpractices like rejection of bidi, paying less wages etc. by the branded establishments in Sinnar.

Item – 2 – For ascertaining bidi production status it was revealed that some employers, running smaller units had the tendency to conceal not only the
provisions under the law. This information invariably concealed the share of the dependents of the bidi rollers in the overall production as helpers or invisible workers who are supporting the women to roll more bidis are not brought on the record in any firm. Thus socio-economic conditions are more deplorable.

**Item – 3** – In relation to the type of workers working in bidi industry – Majority of them are home workers who were not even aware of the names and addresses of the Principal employer. Thus research connotes that “Proper working conditions are not made available resulting in absence of employer – employee relations.”

**Item – 4** – Although family members or helping hand contributes more towards production but they are not considered as workers, hence which can be diversified for better work alternatives, where total man hours, skills and energy of the family members would have been utilized, leading towards better life of the women bidi workers.

**Item – 5** – In order to evade taxes and earn more profits the owners deprived the rights and identities of women bidi workers by not bringing them on roll.

**Item – 6** – However, it was asserted that in a highly competitive industry like bidi a clear cut excise exemption given to unbranded and small bidi manufacturer enhanced the profitability, viability and competitiveness of big establishments. So Government should re-think on the excise exemption given to unbranded bidi industry. Thus legal Government support is very weak.
Item – 7 – Thus it revealed that application of all Industrial Acts in Bidi Industries are supportive measures for bidi workers. But all the Bidi owners reacted negatively by shifting the factory base work to home base by denying the legal rights and security to the women bidi workers.

Item – 8 – With regards to export potential and future prospects members stressed that Govt. must support and save the bidi industry from decline because bidi is mainly exported to Asian countries and acts as a source of revenue hence Govt. should implement supportive measures as this is the only industry which provide job throughout the year than Rojgar Hami Yojana with minimum capital and infrastructure.

QUESTIONNAIRE RESPONSES

I) GENERAL INFORMATION –

Item – 1 – It emanates that around 66% of women bidi workers comprises of the age group of 30 to 50 who had put long years of service in the industry, which has improved the level of awareness of the employees about their rights as well as the existing legal provisions and made women bidi workers better equipped to struggle in the future.

Item – 2 – Social and Economic conditions of women bidi workers are very miserable. Most of the women bidi employees belong to economically backward class.

Item – 3 – It reveals that in the absence of education (or very low level of education) makes the women bidi workers more vulnerable to exploitation in
**Item - 4** - It was found that almost all the women bidi workers are married. The social status of these women bidi workers is not affected by their marital status rather than it indicates an improved social status because in Indian Society, the married women are conferred higher status than others.

**Item - 5** - Thus it is clearly reflected that majority of illiterate and lower caste women bidi workers have large size of family and to feed the dependents they are rolling the bidis.

**Item - 6** - It is clear that women bidi workers are not having good accommodation, which ultimately affects their health and efficiency.

**Item - 7** - It can be stated that majority of women belongs to lower strata caste, class and income and thus non-respectable status is conferred on them leading to social exploitation.

**Item - 8** - It emphasis that majority of women bidi workers (least powerful and socially dependent) accept humiliation, rejection, insult and violence as their destiny.

**Item - 9** - Traditional male dominated outlook and prevailing ideology assigned the women bidi workers an inferior status.

**Item - 10** - Social conditions of women bid workers are not satisfactory.

**Item - 11** - Illiteracy and ignorance about the laws make the women bidi workers more vulnerable to social exploitation.

**Item - 12** - In relation to the divorce as a common factor - Research connotes that “The hidden fact’s marriage involves a long series of complicated
adjustment relationship" followed and believed by women bidi workers in a male
dominated rural society. Therefore, there is less number of divorces.

**Item – 13** – As regards to education to Girl Child - Women bidi workers
are often deprived of education sustaining self sufficiency and in turn making
them economically dependent and backward.

**Item – 14** – In relation to burden of work - The women bidi workers has to
work comparatively long hours.

**Item – 15** – As regards to attitude of the society - Women bidi workers are
deprived of social status.

**Item – 16** – However, in modern times there has been a little improvement
in the outlook of the society. Today women bidi workers capabilities are
recognized and her dignity is upheld.

**ECONOMIC CONDITIONS –**

**Item – 1** – Women bidi workers earn very low income because of non
acceptance of rolled bidis by manufacturers on account of malpractices (like
rejection of bidis) and economic conditions of women bidi workers are not
satisfactory for want of standard minimum wages.

**Item – 2** – The economic conditions of women bidi workers in Sinnar is
very poor due to unsatisfactory present low wages and hence basic needs of the
women bidi workers are not fulfilled.

**Item – 3** – Economic conditions of women bidi workers are very miserable
forcing them to live in poverty and hence can't afford to borrow loan.

**Item – 4** – Most of the women bidi workers in Sinnar mainly depend on
bidi rolling for their earnings and they don’t have any other source of income.

**Item – 5** – Women bidi workers in Sinnar and around are economically very weak and hence walk down at their job place.

**Item – 6** – Due to illiteracy and old age most of the women bidi workers are not ready to accept new job opportunities if provided.

**Item – 7** – Women bidi employees are aware about the necessity of education in girl child’s life, which will give her more economically secured and standard life.

**Item – 8** – Women bidi workers in Sinnar are exploited by owners as they do not get any Insurance facility

**Item – 9** – Only permanent women bidi workers those who are working in Karkhana are the beneficiaries of Medical coverage up to some extent.

**Item – 10** – Women bidi workers are unhappy about clothing availability to them due to poor economic conditions.

**WORKING CONDITIONS**

**Item – 1** – Though women bidi workers are not exploited through contractor or agent, but owners exploit them by not confirming the terms of employment.

**Item – 2** – Improper working conditions create adverse effect on the efficiency and health of women bidi workers.

**Item – 3** – Piece rate wage system prevailing in bidi industry results in non-availing paid leave / Holiday facility to women bidi workers.
**Item – 4** – Most of the women bidi workers in Sinnar prefer rolling bidis at home instead of going to Karkhana, so as to fulfill the domestic responsibilities. Further it can be concluded that large proportion of women workers are not aware about the laws governing their conditions of service.

**Item – 5** – All the women bidi workers agreed that registration of all home based workers should be made which can help in improving their working conditions and welfare measures.

**Item – 6** – Women bidi rollers often take help of their daughters or other family members in bidi rolling activity. These invisible workers known as helpers contribute a large percent towards the total production without featuring in the labour force.

**Item – 7** – All respondents responded positively that the pay roll registers are maintained but chat bidis are not recorded and payment for the same is not made. As a result this exploitation, working environment of bidi industries is not healthy.

**Item – 8** – Women bidi workers are afraid to ask for better wages as wage bargaining system does not exist in Sinnar Karkhanas under such conditions employees work under the pressure of poverty.

**Item – 9** – The filthy and unhealthy working atmosphere / conditions are responsible for affecting the efficiency and creating health problems for women bidi workers.

**Item – 10** – Owners are not providing safety measures (such as Mask/Hand gloves) to protect the labours from the fumes of tobacco and hence
they become victims of various diseases.

Item – 11 – Negligence on the part of the employer in not availing proper medical facilities to temporary and home based workers especially during pregnancy depicts the inhumane attitude of employers towards women bidi rollers. Thus, even though medical facility is an important element in keeping working conditions healthy it is missing in bidi Karkhanas of Sinnar.

Item – 12 – Welfare – In the absence of welfare measures women bidi workers lack in efficiency and performance resulting in low standard of living.

Item – 13 – No special bidi rolling training is given to women bidi workers in Sinnar Karkhanas as women bidi workers are considered low in skill status. Further owners are not interested in improving job performance of their employees and in developing quality working conditions.

Item – 14 – Non implementation of Recreation facility results in decreasing the efficiency level of women bidi workers and it also affects the ambience.

Item – 15 – Health is vital resource without which effective living is impossible. Yet the greatest negligence is visible for women bidi workers in Sinnar on this front.

Item – 16 – Women bidi workers work under the pressure of job insecurity and unemployment and are worried about the family and its future.

Item – 17 – Unsafe and hazardous work / improper working conditions makes the women bidi workers and their family members more vulnerable to various diseases affecting the health and efficiency.
Employer-Employee Relations

**Item – 1** – Majority of home bidi workers roll bidis in their own dwellings alongside their other obligations towards the family members make it difficult to establish employer-employee relationship and thus are unable to identify them.

**Item – 2** – Almost bidi rolling is carried with the help of home workers mainly female through collection centre, therefore, women don’t get any chance to meet the employer or any male labour force therefore they are not aware of any gender discrimination.

**Item – 3** – As bidi workers lack in opportunities to work any where because of lack of skills and education, employers under rate their work by paying less wages.

**Item – 4** – Unorganized, illiterate rural women bidi workers are unaware about their exploitation in the absence of any kind of employer-employee relations.

**Item – 5** – Unsatisfactory performance of the Union and massive poverty is responsible for less membership of the Union. Women bidi workers are not enthusiastic to become member of their Union.

**Item – 6** – There is no body to take care of socially neglected. Lot of women bidi workers as the employer-employee relations are unhealthy.

**Item – 7** – In the absence of union there is absolutely no redress to the women bidi workers for their grievances and they left all it to the destiny.

**Government Role**

**Item – 1** – Most of the women bidi workers displayed complete ignorance
and unawareness about the legal benefits and rights of prescribed laws due to massive illiteracy.

**Item - 2** – Inefficient enforcement machinery is more responsible in making the conditions of women bidi workers more deplorable for exploitations.

**Item - 3** – The negligent & biased attitude of government officers leads to unsatisfactory economic & working conditions of women bidi workers.

**Item - 4** – Women bidi workers in Sinnar yet constitute a neglected lot, deprived of the benefits of various labour laws.

**Item - 5** – Government Machinery with owners do take undue advantage of the illiteracy, ignorance and unawareness of women bidi workers so as to evade legal financial obligations in registering home as a manufacturing unit.

**Item - 6** – Women bidi workers work more than 48 hours but most of them are home bidi workers and hence they are not in receipt of overtime allowances and other benefits.

**Item - 7** – Owners in the presence of Government Machinery violates the provision of Bidi and Cigar Workers (Conditions and Employment) Act, 1966 by not availing proper working condition making home more unsafe.

**Item - 8** – Protective Machinery (though existing) is not becoming an effective instrument to provide relief to the women bidi workers.

**Item - 9** – Thus Government’s role in the line with legislative measures for women bidi workers is not satisfactory.

The conclusions that have been drawn from the above speaks in volume about the correctness of hypothesis, thus we can see socio-economic conditions
of women bidi workers in Sinnar are not satisfactory, leading to unhealthy working conditions, non amicable employer-employee relationship and negative role of Government Machinery making their life more miserable.

C) SUGGESTIONS

In order to secure better standard of living for women bidi workers. It is necessary to improve the compliance level. Following recommendations if implemented can improve the condition of women bidi workers in Sinnar up to some extent.

Employers

1) For empowering women bidi workers, consideration in the form better counting of home based workers should be undertaken especially in case of temporary workers and should provide confirmity in terms of tenure and security.

2) As the bidi rolling is done with the help of home base workers. The owners should build big spacious room near the collection centres with all the amenities, so that women bidi workers will sit there and roll bidis in order to make the home more safe and could save home from the fumes of tobacco.

3) Broad areas for availing training facilities can be found more useful and more detailed study can be recommended. The bidi industry is on the decline and to save the women bidi workers. The example set by Kerala Dinesh Bidi Co-operative can be adopted by the owners in Sinnar (though Sarda has converted into co-operative but still it has to go ahead) As Dinesh Bidi began a rapid diversification thrust in 1996 consisting of consultations with experts, encouragement of volunteers among bidi workers to enter non-bidi work, and
provision of training in new skills. It envisions 25% of its workers over the next 25 years entering new production activities like beverages, coconut curry sauce, spice and pepper, animal husbandry and raising silk worms. Isolated incidents of diversification of bidi manufacturers have been in to pan products, biscuits, tea, soft drinks and basic foods.

The socio-economic problems of the women bidi workers in Sinnar are more miserable, therefore, it is easy to specify the measures for its solution. Though one cannot give assurance for its total elimination but one can minimize its severity.

Trade Union

Inefficiency due to multiple union in Sinnar weakens the bargaining strength of employee Union should come out with innovative ideas to regain the lost ground i.e. to give up their obsession with strike and start serving the members. Union leaders too should be conscious about the need for single union.

Government

1) Mostly home based women bidi workers face problems of exploitations by the employers, who often refuse to grant them the legally compulsory Identity Cards that would permit them to obtain stipulated benefits (minimum Wages and Comprehensive health care).

2) Most of the women bidi workers face the problems of receiving sub-standard raw material and rejection of bidis. Therefore, optimum quantity and quality of tendu leaves and tobacco should be issued to the bidi rollers on joint
trials basis. In the presence of Government representative, owner’s representative and workers representative.

3) The bidi workers are becoming victims of various diseases and Government as well as the owners should provide them free medical check up and treatment schemes related.

4) In order to avoid the miserable conditions of the women bidi workers, Government should come forward to study the problems faced by bidi workers and stretch its helping hand by increasing the wages as well as availing loan facility to them at cheaper rates of interest. The minimum rates of wages / fixed / revised need to be publicized through Trade Unions, Radio, Television.

5) Members of their families in rolling the bidis actively assist the home workers operating from private dwellings, these helping hands contribute large percent towards the production. Yet they did not feature anywhere in the labour force. It is necessary to bring this labour force under identification so the owners cannot evade financial obligations. And enforcement officers can carry out inspections smoothly and effectively with the help of registered home based workers.

6) The most urgent requirement however, is a scientific probe in to the incidence and cause of the so called occupational diseases only a detailed study may show to what extent they are caused by tobacco fumes filthy and unhealthy atmosphere or such other factors. Above all such a study can help to extend the Employees State Insurance benefits to bidi labours. Therefore urgent need is that
regular medical check up and special concessions should be given at par to all the workers including temporary home workers also.

7) Members stressed that Government must support and save the bidi industry from decline by implementing supportive measures (such as Bidi and Cigar should not be treated at par / equal) because this is the only industry which provide job throughout the year than Rojgar Hami Yojana with minimum capital and infrastructures.

8) The State Government laws for minimum wages and benefits like paid holidays and health care do not reach a large proportion of the women bidi workers. Therefore stringent enforcement of existing laws are required to tackle the problems.

N. G. O.

The impact of voluntary organization would be more fruitful if they also take into consideration women bidi workers in Sinnar and provide helping hand in organizing training / skill courses for the alternative job that can be made available on the verge of decline trend set in bidi industry.

Women bidi workers are said to be the weaker segment of society, generally they are considered as non workers finally various efforts will need to be made available by N.G. O.s for educating, training and organizing the women bidi workers to demand their rights and creating new livelihood or better alternatives for them such as papad, pickle, sauce making, tailoring, para-nursing etc.
**Women Bidi Workers**

Women bidi workers who are illiterate or semi literate should be self motivated for having access to adult education and in case of any alternative training is provided by any Government agency or any N. G. O., they should acquire it.

Thus to conclude Illiteracy is at the root of many problems of women bidi workers. But nothing can be achieved until there is general awareness for education. In order to raise the economic status the women bidi workers should educate and trained their children and other family members (who are assisting in bidi rolling) in other alternative jobs so as to earn more income. Secondly they should be keen in making the home more safe by utilizing a small and separate portion of the house to roll bidis and use separate saree for bidi rolling purpose. Women bidi workers should create awareness among them so as to identify the employer for whom they are working. The women bidi workers should become the member of the union which will help them to know the laws governing their services.

**TOPIC FOR FURTHER RESEARCH**


2) An Analytical study for the improvement of real earnings and working conditions of women bidi workers.
3) Evaluation of the Role of Enforcement machinery / An analytical survey for counting home based bidi workers (temporary) for the provision of compulsory identification cards.

4) A study of alternative opportunity of employment and training that can be made available for women bidi workers