CHAPTER VII

SUMMARY OF FINDINGS, SUGGESTIONS AND CONCLUSIONS

The present study was carried out at five different stages. At the first stage, the profile of the women workers and their economic status were discussed. It is followed by discussion of quality of work life among the women workers in fishing industries. In the third stage, the work life imbalances among them were studied and in the fourth stage, their job satisfaction and its determinants were examined. In the fifth stage, the problems encountered by the women workers are discussed.

The objectives of the present study are: i) to reveal the profile of the women workers; ii) to discuss their economic status and the factors leading to choose the present work; iii) to exhibit the level of quality of work life among the women workers; iv) to study the work life imbalances among the women workers; v) to reveal the level of job satisfaction and its determinants among the women workers; vi) to examine the problems encountered by the women workers; and vii) to offer suggestions to solve the problems and to improve their economic status.

Since the present study is completely based on primary data, special care was taken to prepare the interview schedule. The schedule was divided into five parts. The first part covers the profile of the women workers, their economic status and factors leading to choose the present work, the second part focuses on the quality of work life among the women workers. The third part of the schedule includes the work life imbalances among the women workers whereas the fourth part covers job satisfaction and its determinants among the women workers. The fifth part of the interview schedule focuses on the problems encountered by the women workers in fishing industries. The interview schedule was pre-tested among the 50 women workers.
working at ten major fishing industries in Tuticorin district. Based on the pre-test, certain modifications, additions, simplifications and deletions were carried out. The final draft of the schedule was prepared to collect the data from the women workers.

The included fishing companies are among the top 10 fishing industries in Tuticorin district. The total women workers in the 10 industries are 2792. The sample size of the present study was determined by the formula of \( n = \frac{N}{Ne^2} + 1 \). In the present study, it came to 795 women workers. A stratified proportionate random sampling was applied to distribute the sample size among the population, whereas the 10 companies were treated as strata. The collected data were processed with the help of appropriate statistical tools. The analysis and interpretation are presented in the previous chapters. The summary of findings, conclusions and policy implications are discussed in the present chapter.

**SUMMARY OF FINDINGS**

**Descriptive Statistics on the Women Workers**

The women workers in the fishing industries are classified into less experienced (LE) and higher experienced (HE). The common age of the workers is 36 to 40 years. The less experienced workers are comparatively younger than the experienced workers. The common levels of education among the workers is 9\(^{th}\) to 10\(^{th}\) standard and up to 8\(^{th}\) standard. The common marital status of the workers is married with aged children. The most common marital status among the LE and HE are married with kids and married with aged children respectively.

The common nature of family among the workers is nuclear family, whereas the common family size among the workers is 3 to 4 and above 10 members. The common social class among the workers is backward class whereas the common
number of earning members per family is two. The frequent number of industries worked so far among the workers is more than two. The common type of work performed by the workers is processing. The common nature of workers among the workers is own labour whereas the common type of wage payment among the workers is monthly payment and the common working hours among the workers is 8.01 to 9 hours. The working hours of the LEs are higher than of the HEs.

**Economic Status of the Workers**

The common monthly income among the workers is above Rs. 6000. The level of monthly income is higher among the HE workers than among the LE workers. The common family income among the workers is Rs. 9001 to 11000. The level of family income among the HE workers is higher than among the LE workers. The important monthly expenditure of the HE workers is higher than that of the LE workers.

Most of the workers have an income which is equal to expenditure or less than their expenditure per month. Majority of the workers do not have any monthly saving. The common amount of savings among the remaining workers is less than Rs.500. The common saving of the workers is mostly invested in chit funds and saving in the house.

The frequent amount of indebtedness among the workers is Rs.20001 to 30000 whereas the discriminant number of sources of credit among the workers is three and two. The important sources of credit among the LE workers are private money lenders and friends and relatives, whereas among the HE workers, these are friends and relatives and advance from company. A significant difference between the LE and HE workers are noticed in their view on private money lenders and advance from company. The important reasons for indebtedness among the LE workers are
insufficient income and health issues, whereas among the HE workers, these are education purposes and insufficient time. Regarding the view on reasons for indebtedness, a significant difference among the LE and HE workers has been noticed in the case of their asset creation, family function, health purposes and education purposes.

The common value of assets owned by the workers is NIL and less than Rs. 50000. The common ownership of house among the workers is rental. The common head of the family in the workers household is self and husband. The frequent decision making aspects among the LE workers are education affairs and children’s issues whereas among the HE workers, these are children’s issues and education. Regarding the level of decision making, a significant difference between the LE and HE workers has been noticed in all nine affairs.

Apart from the work in the fishing industry, other highly viewed activities characterised by the time devoted by the LE workers are drinking water collection and educating their children, whereas among the HE workers, these are educating children and shopping. Regarding time devotion, a significant difference between the LE and HE workers has been noticed in the case of landing centre, travelling, household activity, shopping and drinking water collection.

**Reasons for Working in the Fishing Industry**

The highly viewed reasons for working in fishing industry by LE workers are economic compulsion and starvation, whereas among the HE workers, these are unskilled nature and access. Regarding the view on reasons, a significant difference among the LE and HE workers has been noticed in the case of nine out of fifteen
reasons. The important reasons for working in fishing industries narrated by the factor analysis are finance, family, personality and industry factor.

The highly viewed factor by LE workers are family and finance factor whereas by the HE workers, these are personality and industry factor. Regarding the view on factors, a significant difference among the LE and HE workers has been noticed in the case of family, personality and industry factors. The significantly associating important profile variables of workers regarding their view on factors are age, level of education, family size, monthly income, family income and monthly savings. The important discriminant factors among the LE and HE workers are family and industry factor.

**Quality of Work life (QWL) among the Workers at the Fishing Industry**

The quality of work life among the women workers in fishing industry is studied with the help of 41 variables. The important quality work life factors identified by the factor analysis are wages and salary, training and development, career development, recognition, security, safety measures, work schedule, interpersonal relationship, job content and working environment.

The highly viewed QWL factors in the fishing industries by the LE workers are wages and salary and safety measures, whereas among the HE workers, these are safety measures and job content. Regarding the view on QWL factors, a significant difference among the LE and HE workers has been noticed in their view on career development, recognition, security, safety measures, work schedule, and job content. The important discriminant QWL factors among the LE and HE workers are career development and job content which are highly perceived by HE workers than by the LE workers.
The significant associating important profile variables of the workers regarding their view on QWL factors are age, marital status, number of industries worked so far, type of wage payment, monthly income, family income and monthly savings. In total, the level of QWL is highly perceived by the more experienced workers than by the less experienced workers.

**Work life Imbalance among the Women Workers in Fishing Industries**

The work life imbalance among the women workers in fishing industries are studied with the help of their views on role stress, work family conflict and family work conflict. The role stress among the workers are discussed under four dimensions, namely lack of role autonomy, role ambiguity, role conflict and role overload. Role autonomy is examined with the help of six variables. The highly viewed variable in lack of role autonomy among LE and HE workers are higher rigidity in the job and no authority to allocate resource respectively. A significant difference between the LE and HE workers has been noticed in the case of all six variables is lack of autonomy.

The highly viewed variable in role ambiguity by the LE and HE workers are ‘not having the level of expectation of authorities’ and unclarity on scope and responsibility in the job respectively. There is a significant difference between the LE and HE workers regarding their view on all six variables in role ambiguity. The highly viewed variable in role conflict among the LE and HE workers is incompatible instructions from several people. A significant difference among the LE and HE workers has been noticed in their view on all six variables in role conflict.

The highly viewed variable in role overload by the LE and HE workers are ‘I feel over burdened in my role’ and ‘too many supervisory hours are imposed on me’
respectively. There is a significant difference between the LE and HE workers regarding their view on all the variables in role overload. The highly viewed role stress by the LE workers are role overload and lack of role autonomy, whereas among the HE workers, these are role overload and role ambiguity. A significant difference between the LE and HE workers has been noticed in their level on all the four important role stress variables.

The significantly associating important profile variables regarding the women workers’ level of role stresses are nature of workers, type of wage payment, monthly income, family income, and monthly savings. The discriminant role stresses among the LE and HE workers are role overload and role conflict which are higher among the LE workers than that among the LE workers. In total, the level of stress is higher among the LE workers than among the HE workers.

The work family conflict (WFC) among the workers is measured with the help of eight variables. The highly viewed variable in WFC by the LE and HE workers are, ‘my work affects the amount of time spent with my family members’ and ‘I feel physically drained when I get home from work’ respectively. Regarding the variables in WFC, a significant difference between the LE and HE workers has been noticed in all the eight variables. The level of WFC among the LE workers is higher than among the HE workers.

The family-work conflict (FWC) among the workers is measured with the help of eight variables. The highly viewed variable in FWC by the LE and HE workers are ‘the strained family relationship leads to stress at workplace’ and ‘the time spent on my family matters affects my time spent at work’ respectively. A significant difference between the LE and HE workers has been noticed in the case of all the
eight variables. The level of FWC is higher among the LE workers than among the HE workers.

The highly viewed work life imbalance factors by the LE workers are work family conflict and role stress, whereas among the HE workers, these are work family conflict and family work conflict. A significant difference between the LE and HE workers has been noticed in all the three components of work life imbalance. The level of work life imbalance is higher among the LE workers than among the HE workers. The important discriminant component of work life imbalance among the LE and HE workers is work family conflict. The significantly associating important profile variables regarding the level of work life imbalance among the workers are their age, level of education, monthly income, family income and monthly savings.

Job Satisfaction among the Women Workers in Fishing Industries

The level of job satisfaction among the women workers has been studied with the help of nine variables. The highly noticed variable in it among the LE workers are hours of work and amount of responsibility given whereas among the HE workers, these are rate of pay and hours of work. Regarding the level of satisfaction variables, a significant difference between the LE and HE has been noticed in all the nine variables. A higher level of job satisfaction is noticed among the HE workers than among the LE workers.

The determinants of job satisfaction in the present study are examined with the help of forty-six variables. These forty-five variables are narrated by factor analysis into eleven important determinants of job satisfaction (IDJS). These are cordial relationship and congenial environment, leadership, fringe benefits, work-life balance,
empowerment, growth prospects, autonomy, workload, compensation, career development and management decision.

The highly viewed important determinants of job satisfaction (IDJS) by the LE workers are fringe benefits and leadership and among the HE workers, also they are the fringe benefits and leadership. But in the level of view on the IDJS, a significant difference between the LE and HE workers has been noticed in the case of all the 11 IDJS. The significantly associating important profile variables regarding the view on IDJS are age, level of education number of industries worked so far, monthly income, family income and monthly saving. The important discriminant IDJS among the HE and LE workers are compensation and workload which are highly viewed by HE workers than by the LE workers.

**Problems Encountered by the Women Workers in Fishing Industries**

The problem faced by women workers are discussed with the help of seven dimensions, namely social, economic, family, workload related, working environment, relationship and organizational problem. The level of social problems among the workers is studied with the help of nine variables. The highly viewed variable in social problems by the LE and HE workers is poor social status. A significant difference between the LE and HE workers has been noticed in their view on six out of nine variables in social problems. The level of social problem among the LE workers is higher than among the HE workers.

The highly viewed variable in economic problem by the LE and HE workers is poor income. A significant difference among the LE and HE workers has been noticed in the case of all the ten variables in social problems. The level of social problems is higher among the LE workers than among the HE workers. The family problems
among the workers are examined with the help of seven variables. The highly viewed variables in family problem by the LE and HE workers are ‘no recognition from family members’ and ‘family work interface’ respectively. There is no significant difference between the LE and HE workers regarding their view on variables in family problems. The level of family problems among the LE workers is more or less the same with that among the HE workers.

The work related problems among the women workers are studied with the help of eight variables. The highly viewed variable by the LE and HE workers are ‘work pressure’ and ‘heavy workload’ respectively. A significant difference among the LE and HE workers has been noticed in their view on all eight variables. The level of work related problems are noticed as higher among the LE workers than among the HE workers.

The working environment problems are studied with the help of eight variables. The highly viewed variables in it by the LE and HE workers are lack of support from other workers and poor in transport arrangement respectively. A significant difference among the LE and HE workers has been noticed in their view on lack of support from other workers only. Even though, the level of working environment problems is higher among the LE workers than among the HE workers, the difference among them is not statistically significant.

The relationship related problems (RRP) are examined with the help of seven variables. The highly viewed variable in RRP by the LE and HE workers are lack of support from supervisors and ‘no strict hierarchy model’ respectively. A significant difference between the LE and HE workers has been noticed in their views on all the
seven problems in it. The level of relationship problem is higher among the LE workers than among the HE workers.

The organizational problems among the workers is studied with the help of eight variables. The highly viewed variable in it by the LE and HE workers are harassment and poor provision for training respectively. A significant difference between the LE and HE workers has been noticed in the case of six out of eight variables in organizational problem. The level of organizational problem is higher among the LE workers than among the HE workers.

The highly viewed important problems by the LE workers are relationship and work related problem whereas among the HE workers, these are family and organizational problem. A significant difference between the LE and HE workers has been noticed in their views on social, economic, work related, relationship and organizational problems. The significant associating important profile variables regarding the view on important problems are monthly income, family income and monthly saving. The important discriminant problem among the LE and HE workers are economic and social problems which are highly perceived by the LE workers than by the HE workers.

**SUGGESTIONS**

Based on the findings of the study the following suggestions are drawn:

**Minimum Wage System**

The government should fix a minimum wage system in order to help the needs of the women workers. The exploitation of women workers may be prevented through
this system. This system should be strictly enforced and supervised by the government.

**Provision of Basic Amenities**

Each fishing industry may be advised to provide gloves, soap and work dress to protect women workers’ health because a lot of women workers are affected by frequent diseases due to the poor working conditions in their industries.

**Provision of Regular Power Supply**

Majority of the fishing industries are affected by irregular power supply. It increases the cost of production and also frequent lay offs of women workers. The government should take necessary steps to ensure regular supply of electricity to these industries.

**Provision of Training**

The productivity of the women workers at the fishing industries is poor, especially among the less experienced workers. The industries are advised to provide appropriate training to their workers in order to increase their efficiency and productivity. The government may establish some training centres in Tuticorin to provide adequate training to the women workers in fishing industries.

**Awareness Programmes for Women Workers**

Majority of the women workers do not know their basic rights in their industries. This may be one of the causes for their poor wages and salary. The government should conduct many awareness programmes for the working women at the fishing industries to create awareness among the women workers.
Social Recognition

Many social problems are dominant among the workers. They are negatively affected by the poor recognition and lack of family support. This may lead to work life imbalance among them. It can be avoided by providing family counselling programmes and social justice programmes to the family members.

Free from the Clutches of Private Moneylenders

Since the major part of the income of the women workers is spent for the repayment of old debts from private moneylenders, their economic status and standard of living are badly affected. In order to avoid these situations, the government may directly or indirectly provide micro finance to the working women to repay their old debts. Then only they may be saved from the payment of high rates of interest.

Promotion of NGOs

The government encourages NGOs to safeguard the interest of the women workers. The workers are advised to get more help from the NGOs, so that a large section of backward women workers would progress and enter the mainstream of social life overcoming the obstacles and disabilities.

Regulation of Working Hours

Long working hours due to irregular and overtime hours create many problems for the female workers in their industries and families. If the salaries and remuneration are increased up to a standard level, then the need for doing overtime can be reduced and the length of working hours can be minimized; as a result more employment facilities will be created in the fishing industries for unemployed women.
Working Environment

The incentive of a good working environment leads to a better performance of the workers. This environment is both of tangible and intangible nature. The owners of the fishing industries may arrange day care centres, schools etc. for the children of the female workers in the factory premises. The intangible environment represents better industrial relationship between the workers and supervisors. It can be created in the factories when there is a participative management in the industries.

Provision of Accommodation and Transport Facilities

The women workers face various problems due to lack of transport and accommodation facilities in their industries. Some times, it may be one of the causes for their exit from the industries. Hence, the industries may arrange proper accommodation and transport facilities to the women workers.

Improve the Level of Education of the Female Workers

The level of education among the women workers is very low. They also work at lower positions and their productivity is poor. Hence, they get poor salaries and they cannot claim more. If the level of education of the workers can be improved their productivity will increase and they will be able to perform better and earn more. The owners of fishing industries should establish educational institutes and training centres to make women workers educated about different rules and regulations as well as to make them aware of their responsibilities.

Avoidance of Harassment

Since the women workers are badly affected by various forms of harassment, the owners of the industries should take essential steps to prevent harassment to
safeguard the welfare of women workers. Female officers/supervisors may be appointed and given sufficient training to check the harassment of female workers.

**Introduction of Women Workers Union**

To safeguard the welfare of the women workers, women workers unions may be formed to represent the grievances of the workers to the administration and the message from the higher authority to the workers. Female representation is to be ensured in the leadership of the union.

**Interaction Programmes between the Experienced and Lesser Experienced Workers**

Since the experienced workers handle problems better and also ensure a better quality of work life in their industries compared to the less experienced workers, the owners of the industries should arrange many interaction programmes between the two groups of workers. The experienced workers should share the ways in which they overcame the problems.

**CONCLUDING REMARKS**

The present study concludes that the level of economic status of the women workers is very poor in the fishing industries. They are working in the industries because of their family compulsion and absence other alternatives. Their economic status is badly affected because of their indebtedness. They have borrowed loans from private moneylenders mainly for the purpose of social functions. Experienced workers are slightly better than the less experienced workers in their economic status. Most of the women workers are leading a hand to mouth existence.
Regarding the quality of work life, the status of less experienced workers is very poor compared to their experienced counterparts. The important discriminant quality of work life among the LE workers is higher than that among the HE workers. The discriminant components of work life imbalance among the LE and HE workers is work family conflict and role stress which are higher among the LE workers than among the LE workers.

The level of job satisfaction among the HE workers is higher than among the LE workers. The important determinants of job satisfaction are cordial relationship and congenial environment, leadership, fringe benefits, work life balance, empowerment, growth prospects, autonomy, workload, compensation, career development and management decision. The level of all aspects in job satisfaction is higher among the HE workers than among the LE workers. The important discriminate determinants of job satisfaction among the LE and HE workers are compensation and workload.

The important problems faced by the women workers are social, economic, family, work related, working environment, relationship, and organizational. The highly viewed problems by the LE and HE workers are relationship and family problems respectively. The level of problems faced by the LE workers is higher than that faced by the HE workers. The important discriminant problems among the LE and HE workers are economic and social problems.

SCOPE FOR FUTURE RESEARCH

The present study will provide a base for other related research in future. The empowerment of women workers in fishing industries alone may be studied. The study on problems and their consequences among the women workers in the fishing
industries may be focused in near future. The quality of work life among the women workers may be a separate study in a future research work. Similarly, the work life imbalance among the women workers and its causes may be studied. The present study confines its scope to the fishing industries in Tuticorin district. This may be extended to other districts and other industries. A comparative study on male and female workers in fishing industries may be also studied in near future.