Chapter VI

FINDINGS AND CONCLUSIONS
The present study is carried out with the aim of understanding social exclusion and inclusion of job loss workers affected by LPG. This aim is pursued by the following specific objectives.

**Objectives of the study:**

To

Review the concept of Social Exclusion:

- Examine the Job loss due to Liberalization, Privatization and Globalization with reference to Public Sector Enterprises in India;
- To review the Social Inclusive policies in relation to the Job loss workers in Public Sector Enterprises in India;
- To examine the inclusive policies for job loss workers implemented in Andhra Pradesh State;
• To analyze the socio-economic profile of job loss workers in Andhra Pradesh; and

• To examine the efficacy of inclusive policy for job loss workers implemented in Andhra Pradesh.

These objectives are pursued in the context of reforms in the public sector enterprises of Andhra Pradesh State, in India.

Published reports and the secondary data were used for the purpose of analysis.

The following are the major findings of the study.

• Our examination of job loss due to Liberalization, Privatization, and Globalization with reference to Public Sector Enterprises in India reveals the following trends.

- It is found that due Liberalization, Privatization and Globalization reform, from the introduction of the Voluntary Retirement Scheme in Central Public Sector Enterprises from October 1988 to March 2007, approximately 5.37 lakh employees have been released under the Voluntary Retirement Scheme.
Further, in Department of Heavy Industries, from 1992-93 up to 2004-05, in a period of twelve years, about 90,000 employees have availed under the Voluntary Retirement Scheme.

The review of the Social Inclusive policies in relation to the Job loss workers in Public Sector Enterprises in India reveals the following trends.

- It is found that Government of India initiated two major Inclusive policies for the job loss workforce of Central Public Sector Enterprises. These are NRF & CRR programmes.

- It is observed that under National Renewal Fund and Counseling, Retraining and Redeployment programmes different packages are offered. They are compensation, counseling, retraining and redeployment programmes.
- It is found that under the Counseling, Retraining and Redeployment programme, 12,930 job loss (31.82 percentage) worker out of 40,633 employees have been redeployed.

- The examination of the inclusive policies implemented in Andhra Pradesh State for job loss workers revealed the following trends.
  - It is observed that Andhra Pradesh State Govt. adopted SSNP as its inclusive policy to benefit the job loss workers.
  - The Social Safety Net Programme provided counseling, retaining programme packages.
  - It is found that as many as 22,966 workers were affected by reforms in public sector in Andhra Pradesh.
  - It is found that Inclusive policies for the job loss workers benefited 6,426 job loss workers.
  - They availed the retraining programme provided by the Social Safety Net Programme, Andhra Pradesh.
• 36 percent (2305 Voluntary Retirement Scheme employees) of the retrained persons have been successful in finding redeployment as on 31-08-2005.

• The analysis of the socio-economic profile of job loss workers in Andhra Pradesh revealed interesting findings.
  - It is found that Majority of job loss work force belong to marginalized communities.
  - Around one third (38.37%) of the total workforce belongs to BC communities.
  - One fourth (24.71 %) of the job loss employees belong to Scheduled castes.
  - Those belonging to scheduled tribes constitute 3.42 % of the total workforce.
  - One out of every ten workers belongs to minorities.
  - Our study reveals that one-third of the job loss workforce has potential employability in new job market.
  - They are found to be aged below thirty nine years (28.87 percent)
It is found that little or lack of education of the job loss workers under reference poses serious limitations to mobility into new job market opportunities.

Educational profiles of the employees reveal that most of them are illiterates or below matriculates. They constitute 44.42% of the total respondents.

- Those with SSC & PUC education constitute one fourth of the workforce (25.10%).
- Those with graduation and post graduation qualifications constitute 16.21% of the total workforce.
- Technically qualified workforce i.e., those with ITI, diploma or Engineering background constitute 4.57%.

The examination of the efficacy of inclusive policy for job loss workers implemented in Andhra Pradesh reveals that efficacy of the Inclusive policy is found to be satisfactory.

- For the job loss workers about 460 retraining programmes were conducted in different location of the state.
- Though there were a few constraints in implementing the inclusive policies such as SSNP, about 2305 job loss workers found the alternate livelihoods on account of the inclusive policies.
Conclusions:

The review of the concepts and the major findings of the study enable us to draw the following broad conclusions.

The globalization process is set all over the world and it is now an irreversible process. It is to be noted that we need to reorient ourselves to meet these challenges. It is in this context the various inclusive policies assume importance.

Our second conclusion is that Government of India has been making valiant efforts to cope up with the challenges of globalization. Accordingly, India too implemented reforms in its Public Sector Enterprises.

Our third conclusion is that a substantial job loss workforce on account of Liberalization, Privatization and Globalization and the consequent reforms happen to be the sections drawn from relatively young, under skilled, moderately literate belonging to marginalized section of the Indian populace. What it means that the nature and scope of the Inclusive policies have to be enlarged with greater emphasis on accountability and responsive inclusive policies. The findings of the present study lend support to these observations.

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