CHAPTER - VI
SUMMARY AND CONCLUSION

The study, as the title suggest, is concerned with untouchable labourers in the organised and unorganised sectors it basically stemmed from the fact that none of the study to date has probed into the socio-economic condition of untouchable labourers in the organised and unorganised sectors.

The main objectives of the study have been to:
1. To study the living and working conditions of untouchable labour force, their occupational aspirations and job satisfaction.
2. To study the extent and nature of the practice of untouchability, discrimination and prejudice experienced by the untouchable labour force.
3. To study the awareness level of untouchable labourers with regard to protective discriminatory policies, labour welfare laws and other security schemes and functioning of Dalit Sangarsh Samithi (DSS), and their perception of Dr. B.R. Ambedkar.
4. To study the extent and nature of participation of untouchable Labourers in political, trade union movement and Dalit Movement.
5. To suggest remedies to improve the living and working conditions of labour force in general and Untouchable labour force in particular.
6. To suggest remedies to eradicate the practice of untouchability.
The locale of the study has been confined to Bangalore city and Rural, where organised sectors such as Hindustan Machine Tools, Bharat Electronics Limited, New Government Electrical Factory, Indian Telephone Industries, Hindustan Aeronautics Limited, Bharat Earth Movers Limited, Bangalore City Corporation, Karnataka Soap and Detergent Factory, Bharat Heavy Electronic Limited and unorganised labour sectors Construction, Domestic servants. Coolies, Weavers, Sanitary attenders located.

The sample of 300 respondents covered in the study worked in both organised and unorganised sectors (150 each where males are 100 and 50 females).

The sample units were selected on the basis of simple random technique. The data collected through the questionnaires were supplemented by informal discussion and field observation. The finding emerging from the analyses of the data have been presented below in the form of summary and conclusion.

Every individual is in need of job. What ever may be the type of job, it is important for one's own survival because it is source of income with which one can maintain himself and his family leading to growth of economy of a nation. The job opportunity creates status and equality in the society. The labour force is equally important for national economy and its progress. With out labour force nothing could be achieved in the society and in human beings day to day life.
Indian population as per 1991 census is 846.3 million of which, 439.2 million are males and 407.1 females. Of the total population 74.3% live in rural areas and only 20.7% in urban areas. As regards the distribution of labour force is concerned, 64% are engaged in primary sector (Agriculture), 16% in secondary sector (Industries) and 20% in tertiary sector (Services). As per the survey conducted by the National Sample Survey Organisation in the year 1999-2000, about 39.7 crore people are employed in the country. Out of this, about 2.8 crore are in the organised sector and the balance 36.9 crore in the unorganised sector. Out of 36.9 crore workers in the unorganised sector 23.7 crore workers are employed in agricultural sector, 1.7 crore in construction, 4.1 crore in manufacturing activities and 3.7 crore each in trade, and transport, communication and services (Ministry of Labour, Govt. of India).

The various studies conducted across the country and abroad particularly by I.L.O., the labour plan is a part of a National Economic Plan which ensures the full employment of the able bodied population and the manpower needs of the nation.

Historically the untouchables have suffered many kinds of disabilities on account of caste system, which denied them access to social, political, religious, educational and occupational opportunities, which resulted in the alienation of them from the main stream of the society.
Focussing on the attention of the Untouchables working in organised and unorganised sectors, it is found that the untouchables working in organised sector were recruited in the lowest cadre by fulfilling the reservation quota and they were not provided with any industrial education and training opportunity for securing promotion to the better post. The untouchables working in unorganised sector are in a precarious and hazardous working conditions which are though injurious to health yet they are working braving the dangers only because to earn their daily bread. Also they are not provided with better and suitable job in spite of having better knowledge, experience and qualification.

The study explores the socio-economic background of untouchable labourers and confirms the fact that the employment opportunity in organised sector i.e., 136 (90.67%) of which 90 males and 46 females are from towns and 14 (9.33%) of which 10 males and 4 females are from villages are monopolized by urban based families of untouchables. The case in point, the overwhelming majority of the organised labourers hail from towns and cities (96%) and majority of the parents' of the organised labourers are literate (75%) and most of them (60%) are employed in the public sectors. It is found in our study that most of the labourers of the unorganised sectors (88%) are from rural areas and they lack all the facilities when compared to their urban counterparts.

In our study it is found that among the untouchables only the three sub-castes, viz., Adi-Karnataka, Adi-Dravida and Adi-Andhra are found to be working in majority in organised and unorganised sectors in
Bangalore urban and rural. Among the organised sector, number of Adi-Karnataka labourers were 99 (66%) out of which 72 males and 27 females, number of Adi-Dravida labourers were 42 (28%) of which 23 males and 19 females, number of Adi-Andhra labourers were 4 (2.66%) out of which 2 males and 2 females and among others constituted 5 labourers (3.34%) out of which 3 males and 2 females. In the unorganised sector, the number of Adi-Karnataka labourers were 85 (56.67%) out of which 78 males and 7 females, the number of Adi-Dravida labourers were 47 (31.33%) out of which 16 males and 31 females, number of Adi-Andhra labourers were 3 (2%) out of which 1 male and 2 females and other labourers were 15 (10%) of which 5 males and 10 females.

With regard to job position, it is found that majority of the labourers are skilled and have been working in organised sectors like government and semi-government and private sector with permanent job security (90%) but in the unorganised sector the labourers stand in contrast to organised sector labourers with out permanent nature of job (84%).

Further it is noted that there is imbalance in enjoying the fruits of labour legislation. Enumerating the facilities like fixed hours of work, minimum wages, workmen's compensation and trade union protection between the organised and unorganised labourers, the former enjoy these facilities who constitute 80% but not by the latter in unorganised sector who constitute 29%.
It is also noted that the labourers in organised sectors (86.67%), enjoy better financial position due to their fixed salary, which can be confirmed from their answers to the question of their economic conditions saying "Satisfactory" (64.67%) and "not Bad" (22%). But in the unorganised sector, labourers (65.33%) said that their financial conditions are not satisfactory.

It is further noted that an overwhelming majority of the organised sector labourers (54.67%) reside in their own houses and the other 45.33%, in rented houses. Where as the unorganised sector labourers (14%) reside in their own houses and the other 86%, reside in rented houses having basic amenities.

With regard to possession of jewelry, movable properties and immovable properties, the organised sector labourers (55%) are placed in better position and remaining labourers (45%) in unsatisfactory position. But in the case of unorganised sector the labourers of which 8% are placed in satisfactory position and the remaining 92% are in unsatisfactory position when compared to their counterparts in organised sector.

The study finds that the organised sector labourers (34%) are burdened with loans and even if they want to borrow loan, they avail the facility of getting loan from workers' co-operative societies, from employers, government financial institutions and banks with lesser rate of interest normally for reasonable purposes and for construction of house and other labourers in organised sector (66%), are free from loans.
But in the case of labourers in unorganised sector only 12%, are free from loans and the remaining labourers (88%), are burdened with loan and borrowings. Normally they avail loan for consumption of alcohol, celebrating festivals and marriages, and the amount of the loan is usually less than 5000/- and hence no body comes forward either to provide loan or to stand as surety. Hence these labourers are forced to go to the money lenders/pawn brokers who charge abnormal rate of interest.

With regard to habits, it is found majority of the respondents in organised sector read newspaper (73.33%), take regular bath (34%), drink beverages like coffee/tea (54%) and in the unorganised sector, labourers (32%) read newspaper, (22%) take regular bath, (60.67%) said that they consume beverages like coffee/tea. In this study most of the labourers in the organised sector are found to be cultured and they follow good habits like reading newspaper, taking regular bath and drink only beverages like coffee/tea but in the unorganised sector the labourers do not have that much of regular and routine habits and their culture is bit rough and coarse for many obvious reasons. With regard to certain habits like consumption of liquor (16.67% in organised; 43.33% in unorganised), smoking (28.67% in organised and 22% in unorganised), chewing pan/beeda/beetle leaves (21.33% in organised and 23.33% in unorganised), using snuff (9.33% in organised and 8% in unorganised), using narcotic drugs (5.33% in organised and 2.67% in unorganised) and watching cinema (56% in organised and 80% in unorganised). From the answers given by the respondents we can come to conclusion that labourers from both organised and unorganised sector are more or less
the same when compared to their personal habits. The only difference between the two groups of labourers is the price they can afford and the quality of the stuff.

Similarly, with regard to food habits almost all the labourers of both organised (91%) and unorganised sectors (91%) are Non-vegetarians. The remaining labourers (9%) in both organised and unorganised are vegetarians respectively. With regard to consumption of food grains and meat products also there is no much difference and the response is almost the same except the difference lies in the price and quality of goods they prefer according to their financial condition.

The overwhelming majority of the labourers (96%) of organised and unorganised sectors (69%) are very much aware of the prevalence of the untouchability and its practice in any form is subject to legal punishment. On the other hand labourers (4%) in organised sector and labourers (31%) in unorganised sector re not aware of prevalence of untouchability. However, labourers of both the sectors have experienced the pinch of untouchability (27.33% in organised sector and 17.33% in unorganised sector), which shows that the caste system still militates against untouchables.

With regard to complaining the incident of untouchability with the police, the majority of the labourers in both organised sector (57%) and unorganised sectors (67%) have reluctance to do so for the reason best known to them. Where as the other labourers in organised sector (43%)

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and unorganised sector (33%) are willing to complain to the police if they experienced untouchability.

It is noted that with regard to prevalence of practice of untouchability by the upper caste the overwhelming majority of the labourers in both sectors have responded with mixed reaction. In the organised sector, the labourers termed untouchability in different forms like inhuman (27%), man made (37%), tool for exploitation (19%), tradition (7%), wrath of God (10%) and in the unorganised sector, opinions were inhuman (25%), man made (34%), tool for exploitation (9%), tradition (12%), wrath of God (20%). On the reason for practicing untouchability a majority of the labourers of both organised and unorganised sector termed it to poverty (27.33%; 26% respectively), illiteracy (22.67%; 44.67% respectively) and caste (8%; 10.67% respectively) as the top three reasons, with other reasons having a nominal percentage.

With regard to opportunities to associate with the upper caste people the organised sector labourers (35%) stated that it was high at the working places and social function. But in the case of labourers in unorganised sector (31%) said that the opportunity is high during festivals.

It is noted that with regard to factors reducing the practice of untouchability the labourers (31%) in organised sector feel that education and some 23% of labourers felt that economic conditions could eradicate untouchability. While in the unorganised sector labourers
(43%) have stated education and few labourers (21%) felt that economic condition could eradicate untouchability.

It is also interesting to note that with regard to association of untouchables with upper caste, the labourers of organised sector responded positively and said that they have all caste, educated, and better occupational friends. In comparing with the unorganised sector they have rare opportunities to have friendship with upper caste Hindus.

It is noted that, with regard to reservation of political, educational and employment. The majority of the workers of organised sector knew about the following reservations, the labourers who knew about political reservation amounted to 92%, educational - 96% and employment - 96% and in the unorganised sector the awareness of reservations among the labourers were political - 56%, educational -64% and employment - 65%.

With regard to the necessity in having constitutional facilities for untouchables, it is found that an overwhelming majority of labourers in organised and unorganised sectors have welcomed it. And to the question of enjoying reservation benefits the organised sector labourers (98%) and unorganised sector (72%) have enjoyed the reservation benefit to a great extent. But in the unorganised sector (28%) have not enjoyed the benefit where as in the organised sector (2%) labourers have not enjoyed, but both the sector labourers felt its necessity.

When we put forth the question to elicit the views or the feeling of the upper caste with regard to reservation facilities for untouchables, the
organised sector labourers (80%) stated that the upper caste Hindus opposed the reservation policy for SCs/STs, where as in the unorganised sector, labourers (84.67%) confirmed the same. The other organised sector labourers (14.67%) and (5.33%) felt the upper caste people tolerated and welcomed the reservation for SCs/STs respectively. Where as in the unorganised sector, labourers (14%) and (1.33%) stated same as above.

With respect to the data given above we come to know that the majority of the respondents still feel that, upper caste people oppose the reservation for SCs/STs.

It is noted that when a question of, whether the constitutional benefit should be extended to those SC /STs who are educationally and economically advanced or not? 74% of the organised and 55% of the unorganised sector labourers said it is proper and 26% of the organised and 44.67% of the unorganised sector labourers said it improper. Labourers of both sectors responded saying it is a controversial issue whether the creamy layers among the untouchables should continue to enjoy the fruit of reservation for all times to come. It is better that the creamy layer themselves should come forward voluntarily and renounce the benefits, so that the less fortunate brethren get reservation benefits.

It is a fact that overwhelming majority of the labourers of the organised sector (84%) are members or sympathizers of political party. But there is a lukewarm reply from the unorganised sector labourers who constitute 25%. Most of the labourers from the organised sector are
political members/sympathizers of national political parties and this liking for the political parties differs on the political ideologies, principles and commitments towards the weaker sections. The other 16% of labourers from the organised sector and 74.67% labourers from the unorganised sector responded that they were not members of any political party as such. So when we go through the data given above we come to know that the labourers from the organised sector have taken part in the political activities more, when compared to their counterparts in the unorganised sector. This is due to the presence of trade union activities in the organised sector.

It is interesting to find that the labourers of both organised (93%) and unorganised (93%) sector have exercised their franchise in the last general elections, the other 7% of labourers from both organised and unorganised sector said they have not voted in last election. This shows that the majority of labourers have actively taken part in the democratic process of voting.

The study finds that majority of the workers of both organised and unorganised sectors personally know the elected representatives belonging to SC, comprising of MLA/MLC - organised (27.33%); unorganised (2%), MP - organised (10%); Unorganised (10%) Corporator/Councilors - organised (43.33%); unorganised (25.33%) and Panchayat Members - organised (19.34%); unorganised (62.37). The only distinction is that, 37.33%(includes %age of both MLA/MP) of the organised sector labourers know the top elected representatives viz., MLA/MLC, MP. Where as in the unorganised sector only 12%(includes
%age both MLA/MP) know the top representatives but on the other hand they (88%) knew the councilors/Panchayath members better than their counterparts in the organised sector (62.67%). This study shows that the unorganised sector labourers are close to the lower level representatives and organised sector labourers are more close to the upper level representatives of elected political parties.

It is found that the labourers have met these leaders personally 52% in the organised sector and 39 % in the unorganised sector for some or other purpose/obligation based on their interests but on the contrary, 48% in organised sector and 61% in unorganised sector say that they have not met any political leader personally for any purpose. In this study we come to know that the labourers in the organised sector have an upper hand in meeting the political leaders than the labourers in the unorganised sectors, it can be due to their personal obligations or participation in political activities.

With regard to knowing the leaders mentioned in our question, It is found that majority of the labourers of both sectors responded positively. And to the question of among the leaders who worked more for the betterment and upliftment of SC/ST, It is found that majority of labourers (53.33% in organised sector and 58.67% in unorganised) chose Dr. Ambedkar as their great leader, Gandhi was placed second with 18% in both organised and unorganised sectors, Indira Gandhi was relegated to third place with 19.33% in organised and 11.33% in unorganised sector, fourth place taken up by Jagajeevanram with 4.67% in organised sector and 8.67% in unorganised sector, followed by Basavalingappa with
4.6% in organised and 3.33% in unorganised sector. The study reveals that majority of labourers both in organised and unorganised unanimously chose Dr. Ambedkar as the one who worked more for the betterment and upliftment of SCs/STs.

Regarding the proper political system for our country, the majority of labourers (76%) in organised sector and (73%) in unorganised sector have preferred democratic government, secondly communist government (13.33%) in organised and (14.67%) in unorganised sector was preferred, third one preferred was dictatorship with 9.34% in organised and 5.33% in unorganised sector followed by royal administration of kings with 2% in organised sector and 6.67% in unorganised sector. From the above study, we come to know that the majority of respondents of both organised and unorganised sector prefer democratic government due to advocacy of constitutional measure and considers humankind despite of many limitations, Some respondents were favourable to communist government thinking that it would bring about speedy social, economic and political equality in the society and put an end to all sorts of social persecution, atrocities perpetrated on the downtrodden section of the society. Few respondents from organised and unorganised favoured dictatorship to be free from the corrupt politicians & few chose royal administrations, which prevailed in pre-independence era.

It is found that with regard to belief in God, the majority of labourers (97%) of organised and (98%) of unorganised sectors have responded positively which shows that they are all God fearing and the
remaining (3% in organised and 2% in unorganised) seemed to be atheist.

With regard to following Hindu religion, It is found that majority of workers (97%) in the organised sector and in the unorganised sector (96%) follow Hindu religion and the other (3%) in organised sector and (4%) in unorganised sector belong to Sikh religion. with this data we come to know that the majority of the labourers in both organised and unorganised sectors are Hindus and a small percentage of Sikhs.

In response to conversion to other religion, there is a mixed response among the labourers regarding conversion. Some labourers (50.66%) in organised and in the unorganised sector (36%) abstained by saying "Can't Say", 38.67% in organised sector and 37.33% in unorganised sector felt that it was good to convert to other religion, on the other hand 10.67% in organised and 26.67% in unorganised sector said they did not want to convert to other religion. The study finds majority of the respondents are in a confusing situation about converting to other religion, it indicates that there is many good reservation facilities available for the SC community (Hindus), if any one converts to other religion he will loose his reservation rights.

When they were asked which religion they preferred if circumstances forced them to convert to other religion, the majority of the labourers 56.67% of organised sector and 38% of unorganised sector preferred Buddhism, secondly in organised (38%) and unorganised sector (42%) preferred Christianity followed by Islam with 5.33% in organised
unorganised sector give preference to education, 19.33% in organised and 24.67% in unorganised sector prefer employment, 28% in organised and 12.66% in unorganised sector prefer family background, 8.67% in organised and 10% in unorganised sector prefer financial position, 2.67% in organised and 12% in unorganised sector prefer look of bride/groom, 6% in organised and 22.67% in unorganised sector prefer caste. This study finds majority of respondents in organised sector prefer educational level and family background as the top two criterion for choosing marriage partner, whereas in the unorganised sector labourers give preference for employment, caste and educational level as the three main parameters in choosing marriage partner.

As to managing marriage expenses it is found that the 56% in organised and 46% in unorganised sector labourers manage through savings, 6.67% in organised and 22.67% in unorganised sector manage expenses by selling off properties, 34.67% in organised and 23.33% in unorganised sector take loans and the other 2.66% in organised and 8% in unorganised sector use other vicarious methods to meet the marriage expenses. By this study we come to know majority of labourers in both organised and unorganised sectors meet their marriage expenses through their savings (this shows that labourers have saved enough for themselves) and partly by selling off properties, taking loans and other methods.

It is interesting to find that overwhelming majority of labourers in organised sector (96%) and unorganised sector (97%) responded positively for the question, if they believed that SC/ST could develop
through education? This shows that the labourers were aware of the
importance of education. 96% in organised sector and 92% in the
unorganised sector responded favourably and positively that they want to
educate their children; the organised sector labourers show a slightly
higher interest in comparison with their counterparts.

It is noted that majority of labourers of organised sector (89.33%)
and unorganised sectors (62%) are aware of family planning and 10.67%
in organised and 38% revealed that they were not aware of family
planning. In this study we come to know that labourers in both organised
and unorganised sectors are aware of family planning.

With regard to how many children they prefer, the labourers of
both organised sector (14%) and unorganised sector (31.33%) preferred
one child, secondly organised (34.67%) and unorganised sector (21.33%)
pREFERRED two children, thirdly organised sector (30%) and unorganised
sector (28%) preferred three children, four children were preferred by
18.67% respondents in organised sector and 14% in unorganised sector
and five children were preferred by 2.66% of respondents in the
organised sector and 4% in the unorganised sector and at last only
1.34% of respondents in the unorganised sector preferred having more
than five children. This study shows that majority of respondents in both
organised and unorganised sectors are realizing the dangers of
population explosion and they are also aware of family planning, so they
preferred two or three children and some preferred three, four, five
children and above, this may be due to obvious reasons.
Majority of the labourers of organised sector (72%) are aware of Dalit Sangarsh Samithi, a Dalit organisation, which is active in this part of state in preventing the atrocities against the untouchables. But it is interesting to note that in the unorganised sector (40%) are aware and the majority of unorganised sector labourers (60%) are still not aware of DSS on the other side 28% of the labourers in the organised sector do not know about DSS. In this study we come to know that majority of the labourers of the organised sector and minority of labourers in the unorganised sector are aware of DSS.

With regard to belief in DSS protecting the SC/ST interest, the labourers of both sectors organised sector (14.67%) and in unorganised (18.67%) responded saying "Yes mostly", 46% in organised sector and 13.33% responded they believed in DSS saying "To some extent", 39.33% in the organised sector and 68% in unorganised sector said DSS is not successful in preventing atrocities on SCs/STs. The study finds majority of respondents in organised sector feel DSS is successful to some extent in preventing atrocities on SCs/STs, were as the majority of respondents in unorganised feel that DSS is not effective in its role.

It is interesting to find that majority of labourers of organised sector (80.67%) and unorganised sector (98.67%) have negatively reacted for the demand for separate state/nation for SC/ST, the other 19.33% in organised sector and 1.33% in unorganised sector favour a separate state/nation. This study shows that the majority of labourers in both organised and unorganised sectors are aware that this is only a myth and cannot be reality, because B.R. Ambedkar who stressed for separate electorate for SC/ST had to drop the idea in the interest of the nation and its unity.