FINDINGS AND SUGGESTION

In the course of interview, it is found that majority of the respondents felt and suggested as follows.

a. At present the percentage of reservation (15%) should be enhanced taking into consideration the existing population.

b. The reservation quota should be distributed according to population within the sub-castes among SC to provide social justice which has been introduced by Andhra Pradesh government.

c. A separate quota should be fixed for creamy layers within the sub-castes in the untouchables according to population factor, then only the real and the deserving untouchables 'poorest among the poor' will get the reservation facilities reasonably.

d. They have expressed their opinions that reservation of seats in parliament, state assembly and educational institution should be continued without any time frame, so that their interest could be protected.

During the course of my study, the untouchable labourers in organised sectors came out with a few valuable suggestions:

a. The present system of job reservation should be re-oriented in such a way that job reservation coupled with reservation in promotion of untouchables, who are appointed in the lower cadre, should not retire in the same job/grade. The job reservation coupled with reservation in promotion will go a long way in improving their status, financial position and boost their morale.
The present day trade union, to some extent, is dominated by caste Hindus, who are not sympathetic towards SC/STs interests, welfare, promotions and selection of untouchables for training in advanced technical course.

b. The SCs/STs have jointly organised SC/ST association with a view to protect their interest, promotions, welfare and implementing quota system in reservation. The government and management should accord recognition to the SC/ST association.

c. The reservation in recruitment cum promotion that are in vogue in government sector, tailored by constitution, should be extended to private sector also. It should be a mandatory on the part of the private sector to toe the reservation policy failing which the government should not extend any assistance to private sector.

d. Science and technology have revolutionized man's thinking and idea so much, it is science and technology which have enabled man to set his foot on moon which hither to people thought impracticable. The introduction of technology in industry has resulted in revolutionizing the production. In the process of selecting workers for the training in advanced technology only caste Hindus are being selected but not untouchable workers. In the task of nation building, untouchables are second to none as such they should also be selected along with caste Hindus for training in advanced technology. With this training untouchable labourers who join in the lower grade may retire with some higher grade.
During the course of my study, the untouchable labourers in unorganised sector came out with a few valuable suggestions:

a. They expressed their opinion that the educated labourers should be given permanent employment with all the job securities as in case of organised sectors. The unorganised labourers should be covered by minimum wage Act and the same should be implemented in letter and spirit. It should be monitored by a special body of officers with powers invested by government.

b. Most of the labourers in the unorganised sector are at the mercy of nature. During the monsoon days, their works come to a stand still and consequently there is no wage. The government should come to the rescue of the unemployed persons by offering relief as is prevalent in many countries.

c. The wages in an unorganised sector is very much low. With little wage they are unable to meet medical expenses for themselves and for their family members. The government should provide medical relief to the labourers, the government should reimburse their families and their medical expenses and sick leave should be treated as leave with pay.

d. The labourers in the unorganised sector are engaged in hazardous nature of occupation, which results in death or total incapacitated or partially incapacitated. The government should generously compensate the victims.

e. In almost all the unorganised sectors, labourers are not covered by the pension scheme. Since the private owners are reluctant to provide pension benefit to those labourers who have attained the age of 60 years old, the government should generously provide pensions to them.
**Researcher's suggestion:**

The strict policies and programmes of the government, honest and efficient administration of the management and making our labour class on international standard, by providing certain facilities such as new technological field maintenance, better health standards, educational facilities, creative skill, will prevent the industries from becoming sick. It will set the wheels of progress rotating.

In the name of sick industries, the existing industries should not be closed down and throw the employees as unemployed in the streets, creating social tension and causing perennial sufferings to the employees families.

Privatisation is the direct outcome of the new economic and liberalisation policy introduced during 1991 we were told our country was facing an economic recession and the only way to resolve this is by accepting the conditionalities of world bank and IMF as the new economic policies of India. The policy has been followed by every successive Government to-date. Certain industries like LIC, had been privatised and a few more industries are in the anvil. By privatising the industries the workers' employment opportunities, job securities, welfare measures are at stake. The workers' on their part feel that they are orphaned, lost parental affection of public sectors. Privatisation of industries is against the spirit of democracy and sentiments of our elders.