CHAPTER VII
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FINDINGS AND SUGGESTIONS

7.1 Introduction

In this chapter the researcher presents the major findings based on the objectives and hypotheses of in the study. Also the researcher attempts to offer certain suggestions also to overcome the problems faced by the women workers in unorganized sector. The chapter ends with the necessary and relevant concluding remarks.

7.2 Findings

The major findings of the research are as follows:

7.2.1 Profile of the Respondents

Out of 450 respondents,

- 33.3 per cent belong to the age group between 21 and 30 years.
- 55.2 Per cent are married.
- 38.7 per cent have completed primary school level.
- 51.3 per cent are from joint family.
- 42.7 per cent have three members in their family.
- 42 per cent have up to 2 dependents.
- 63.6 per cent live in semi pucca house.
- 58.7 per cent live in rented house.
- 40.6 per cent are earning between Rs.5001 and Rs.10,000/-
- 36.7 per cent entered in their work at the age of 20 to 30.
30.4 per cent opine that poverty is the main reason for being engaged in the work.

58.7 per cent are doing their work temporary.

49.6 per cent work 21 to 30 days in a month.

45.6 per cent of women employees work from 4 to 6 hours per day.

32.9 per cent have 6 to 9 years of experience.

25.6 per cent opine that their work is better than other works.

47.6 per cent receive their wages on weekly basis.

41.6 per cent receive daily wages between Rs.100 and 200

61.3 per cent do over time work.

The majority 190 (68.8%) are not receiving prompt wages for their over-time work.

373 (82.9%) find discrimination in their wage among co-workers.

80.9 per cent raise question against wage discrimination.

The reason for wage discrimination according to 45.4 per cent respondents, is there in ability to do tougher job.

47.9 per cent find Rs.51 to 100 as the discrimination wage.

Their wages is not based on experience gets first rank.

81.6 per cent (367) have drinking water facility in their working place and 18.4 per cent (83) do not have such facility.

24.7 per cent (111) have toilet facility and 75.3 per cent (339) do not have toilet facility in their working place.
54.4 per cent (245) have first aid facility if they are injured and 45.6 per cent (205) do not have that facility.

61.6 per cent have transport facility in their working place and 38.4 per cent (173) do not have that facility.

48 per cent have crèches facility in their working place which 52 per cent do not.

60.7 per cent (273) have canteen facility and 39.3 per cent (177) do not have such a facility.

62.9 per cent (283) have normal day-time working hours, 37.1 per cent (167) do not have normal day time working hours.

68.4 per cent (308) work in flexible working hours while 31.6 per cent (142) are not doing in flexible working hours.

74.2 per cent (334) enjoy the facility of free/subsidized transportation and 25.85 per cent (116) do not receive such free/subsidized transportation from their employer.

75.6 per cent (340) receive schooling facility for their children and 24.4 per cent (110) do not receive such facility for their children.

54.7 per cent (246) have credit facility from their employer and 45.3 per cent (204) do not get credit facility.

61.6 per cent (277) have housing facility in their working place and 38.4 per cent (173) do not have housing facility.

48.2 per cent (217) have safety provisions in their working place and for 51.8 per cent (233) there are no safety provisions in their working place.
➢ 60 per cent (270) enjoy adequate leave facility and 40 per cent (180) do not enjoy adequate leave facility in their working establishments.

**7.2.2 Opinion about respondents working condition-KS test**

➢ Kolmogorov Smirnov test finds that there is no significant difference in the importance of rating given by the respondents on the statement “Able to communicate freely with superior”.

➢ This test finds there is a significant difference in the importance of rating given by the respondents on the statement “Friendly relationship with men colleagues”.

➢ It finds there is a significant difference in the importance of rating given by the respondents on the statement “Friendly relationship with women colleagues”.

➢ This test finds there is a significant difference in the importance of rating given by the respondents on the statement “The owner pay adequate attention towards women employees and their problems”.

➢ This test finds there is a significant difference in the importance of rating given by the respondents on the statement “Have freedom to try out new work method”.

➢ It finds out there is a significant difference in the importance of rating given by the respondents on the statement “Wages are properly given by owner”.

➢ It finds there is a significant difference in the importance of rating given by the respondents on the statement “Get overtime allowances properly”.

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It finds there is a significant difference in the importance of rating given by the respondents on the statement “Harassment by superiors”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Harassment by colleagues”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Low wages for women employees”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Lack of training facility for women employees”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Male dominance”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Irregular meal time”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Loss of social status”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Work during pregnancy”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Poor working environment”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Should punctual in working place”.

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It also finds out there is a significant difference in the importance of rating given by the respondents on the statement “No medical / leave facilities”, Hence, the null hypothesis is rejected.

\textbf{7.2.3 Chi Square Test Results}

- It finds there is no relationship between age and level of opinion about working conditions among women workers.
- It finds there is a relationship between marital status and level of opinion about working conditions among women workers.
- It finds there is a relationship between educational qualification and level of opinion about working conditions among women workers.
- It finds there is no relationship between type of work and level of opinion about working conditions among women workers.
- It finds there is no relationship between family size and level of opinion about working conditions among women workers.
- It finds there is no relationship between number of dependents and level of opinion about working conditions among women workers.
- It finds there is no relationship between nature of house and level of opinion about working conditions among women workers.
- It finds there is no relationship between type of house and level of opinion about working conditions among women workers.
- It finds there is no relationship between status of house and level of opinion about working conditions among women workers.
- It finds out there is a relationship between monthly income and level of opinion about working conditions among women workers.
- It also finds there is a relationship between type of work and level of opinion about working conditions among women workers.

### 7.2.4 Respondents expectations-Garrett’s ranking

- As per Garrett’s ranking, the first rank goes to good working environment which is hence the expectation of women workers.

### 7.2.5 Relationship between personal factors and problems in working palace of respondents-chi-squire

- Chi square test finds there is no relationship between socio economic factors such as age and level of opinion about problems in working place among women workers.
- It finds there is no relationship between marital status and level of opinion about problems in working place among women workers.
- It finds there is a no relationship between educational qualification and level of opinion about problems in working place among women workers.
- It finds there is no relationship between type of family and level of opinion about problems in working place among women workers.
- It finds there is no relationship between family size and level of opinion about problems in working place among women workers.
- It finds there is a relationship between number of dependents and level of opinion about problems in working place among women workers.
- It finds there is no relationship between nature of house and level of opinion about problems in working place among women workers.
- It finds there is no relationship between type of house and level of opinion about problems in working place among women workers.
- It finds there is no relationship between status of house and level of opinion about problems in working place among women workers.
- It finds there is no relationship between monthly income and level of opinion about problems in working place among women workers.
- It also finds there is no relationship between type of work and level of opinion about problems in working place among women workers.

7.2.6 Opinion about respondents problems in working place-KS test

- Kolmogorov Smirnov test finds there is a significant difference in the importance of rating given by the respondents on the statement “Illiteracy”.
- It finds there is a significant difference in the importance of rating given by the respondents on the statement “Lack of proper skill and knowledge”.
- It finds there is a significant difference in the importance of rating given by the respondents on the statement “Excessive burden of work”.
- It finds there is a significant difference in the importance of rating given by the respondents on the statement “Untimely payment of wages”.

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It finds there is a significant difference in the importance of rating given by the respondents on the statement “Wage discrimination”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Seasonal employment”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Fatigue and physical problems”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Exploitation by the employer”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “No job security”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Non sympathetic attitude of employer”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “Irregular meal time”.

It finds there is a significant difference in the importance of rating given by the respondents on the statement “No medical or leave facilities”.

It finds there is no significant difference in the importance of rating given by the respondents on the statement “More working hours”.

It finds there is no significant difference in the importance of rating given by the respondents on the statement “No respectable status in the society”.

41.8 per cent opined that, they have same situation as compared to last two years.
51.6 per cent of the give priority to family and 48.4 per cent of the respondents give priority to work.

Factor analysis finds out, the seven factors influencing to stay in present work by the women workers.

69.6 per cent recommend their work to others.

34.2 per cent recommend their work to others because of convenient working hours.

7.3 Suggestions

- Most of the workers of the unorganized sectors are working in private undertakings and there is no uniform wage policy. The wages of the workers is determined by the supply of workers. The workers of all the three unorganized sectors are not fully satisfied with their wages. If the Government may take steps to fix minimum wages for various occupations to eliminate disparity in wages.

- The workers of the unorganized sectors particularly the construction workers may be brought under the purview of ESI.

- In the case of construction workers there is no guarantee for the minimum number of work. Some workers are engaged in the work throughout the year. Some of them do not get the work regularly. Almost all the construction workers are working on daily wages. Hence the worker association can regulate the allotment of work so that there will be assurance of minimum number of days of work for all in a year.
- The main problem put forth by construction workers, is their long working hours. Normally they work for 10-12 hours a day without overtime wages which is against the labour Act. It is suggested that the employers shall either reduce the working hours or pay overtime wages for the workers who work more than 8 hours per day.

- The service of the domestic workers is not properly recognized by the employers. The domestic workers are working alone in the house whereas the construction workers work as a group. Naturally they can share their joys and sorrows. Hence the domestic workers have to be treated by the employers sympathetically.

- The women workers of the unorganized sectors were mostly frustrated because of their low earning, heavy work load and very low social status. Hence the social service organizations like Lions, Club, Rotary Club, and Women’s Club can organize health camps and workshops to boost up the status of workers.

- The labour welfare department of both central government and state government may take care the welfare of the workers of the unorganized sectors along with organized sectors also.

- Most of the workers in the unorganized sectors are only the school drop outs. The education department of the state government may take effective steps to minimize the drop outs.
Conclusion

Unorganized sector plays a crucial role in Indian Economy. It is providing employment opportunities for millions of people and also contribute significant share to nation’s output. There is a need for suitable policy for the systematic development of human resources in the informal sector. Varied reasons could be assigned for the existing deplorable state of affairs of women in unorganized sector. It is mainly due to a segment working against women in labour market. Besides lack of organization in terms of farming trade unions among female workers, adverse impact of technological growth on women labour, absence of purposeful human resource development policy on improving women’s employability through training, inadequate legislation and ineffective enforcement of safeguards to protect female works, particularly in terms of their working conditions are few of the major causes leading to pitiable condition of women workers. Under these existing condition it would not be out of context to say that the government should make efforts to improve their working conditions in terms of occupational safety, working hours, payment of adequate wages to them so that the women workers engaged in unorganized sector of employment may have mandatory decent and dignified work.
Scope for Future Research

The study is, no doubt, extensive but the researcher does not claim it to be exhaustive in nature. On the contrary, this study has opened the borates of new avenues for the future scholars to breed upon. As the study is restricted to Madurai only they may concentrate on other districts like Tirupur, Kanchipuram where women workers thickly populated in textile industry. Also they may try examine the nature, scope and problem women workers in other areas than the ones attempted here, for example textile industry, mat weaving, beedi industry and so on. At least one or two are inspired by this study to continue the research on the problems of women workers the present researches would leave a sigh of relief and concentrate for the subject of here choice and interest has offered her not only a challenging but also a recording experience.