

Findings and suggestions . . .

Chapter 7

FINDINGS AND SUGGESTIONS**Findings**

- Large number (60.00%) of large tanneries were located in Chennai. Equal numbers of medium size tanneries were in Chennai (50.00%) and Vellore (50.00%). Equal numbers of small tanneries were in all the study locations excepting Dindigul. A large number (57.89%) of tiny tanneries were found in Vellore.

- The present study mainly focuses on tanneries located in Tamilnadu because, more than 50% of the Indian tanneries are in Tamilnadu. Therefore the adequate number of samples can be drawn in order to make a meaningful statistical analysis whereas other states does not have sufficient population size in order to draw the required number of samples.

- Majority (60.00%) of large size tanneries were established prior to 1947, majority (50.00%) of medium size tanneries were established between 1971 and 1990, majority (50.00%) of small size tanneries were established before 1947 while a large number (47.37%) of tiny size tanneries were established between 1947 and 1970.

- Indian industrial policies can be broadly classified into four major epochs namely pre 1947, 1947-1971, 1971-1991 and post 1991. the pre 1947 period had seen the British industrial policy; the 1947-1971 is the era of Nation building , when every Indian industrial sector had enjoyed a special attention through five year plans. The 1971-1991 was the era which saw severe sociopolitical and socioeconomical crisis such as fall of governments and assassination of the Prime ministers and the post 1991 era is seeing the fruits of economic liberalisation. The tanning industry has also witnessed a plethora of changes during the above said periods.

- Majority (60.00%) of the tanneries which were large size organizations were bodies corporate, majority (50.00%) of the tanneries which were medium size organizations were also bodies corporate, tanneries which were small size organizations were either proprietary (50.00%) or partnership (50.00%) while majority (57.89%) of the tanneries which were tiny size organizations were partnership firms. In brief, majority of the tanneries which were proprietary units (63.64%) and partnership firms (68.75%) were tiny organizations while majority (42.86%) of bodies corporate were either large or medium size organizations.

- Majority of the tanneries which were either medium (50.00%) or large (80.00%) size organizations had global operations, majority of the tanneries which were small size organizations (75.00%) had nationwide operations

while tanneries which were tiny size organizations (42.11%) had local operations which expresses the positive correspondence between the variables namely the geographical operations and their sizes.

- The owners of majority of the medium (50.00%) and large (60.00%) size tanning units had technical qualification. The owners of majority (57.89%) of the tiny size tanning units had just schooling. The owners of majority of the small size tanneries had either degree/diploma (50.00%) or technical qualification (50.00%) which points out the slackness about technical qualifications among the tiny tanners.
- Majority of the tanners of 5 tanneries which were large size organizations had less than 20 years of experience, majority of the tanners of 6 tanneries which were medium size organizations had 21-30 years of experience, majority of the tanners of 4 tanneries which were small size organizations had 21-30 years, majority of the tanners of 19 tanneries which were tiny size organizations had more than 30 years of experience which reflects that the survival depends on the experience though the organizations were tiny in nature.
- The memberships in District Tanners' Mansion and state level associations were preferred by tiny scale entities, the membership in Regional level

associations was preferred by small and tiny scale tanners while the membership in national level association was preferred by large scale units.

- Being larger the size of the organization greater was the extension of membership.
- The majority of the tanneries which were large size organizations were own tanning units, majority of the tanneries which were medium size organizations were also own tanning units, majority of the tanneries which were small scale units were job tanning units while majority of the tanneries which were tiny were own tanning units.
- The majority of the tanneries which were large size organizations followed modern methods of tanning, majority of the tanneries which were medium size organizations also followed modern methods of tanning, majority of the tanneries which were small size organizations followed either modern methods of tanning or both the methods while majority of the tanneries which were tiny size organizations followed traditional methods of tanning.
- The majority of the tanneries irrespective of their organizations size had EI tannage, which reflects antipathy towards innovative ideas.

- Irrespective of the size of the organisations, majority of the tanneries produced semi-finished products. Tending medium sized organizations to produce semi finished to colour finished products.
- The majority of the tanneries irrespective of their organizational size faced very high fluctuations in hide/skin prices.
- Majority of the tanners expressed as either very high or high fluctuations in the procurement prices of raw hides/skins. The big organizations were very sensitive because they were all skin tanners where the number of daily ingots would be very high.
- The majority of the large, medium and tiny size organizations had the conducive tanning duration from January to March while majority of the tiny tanneries had it from April to June. The quality rejection would be more due to fungi traces on finished pieces if the tanning is carried during winter season.
- The majority the tanneries which were large and small size organizations faced moderate delays while majority of the tanneries which were tiny size organizations faced very high delays in the delivery of hide/skin which again stresses improper handling of stock small concerns.

- The majority 3 (60.00%) of the tanneries which were large and small size organizations had very high price speculations, majority 2 (33.33%) of the tanneries which were medium size organizations had moderate price speculations while majority 4 (100.00%) of the tanneries which were tiny size organizations had high 6 (31.58%) price speculations that affects the entire industry ranging from tiny to giant organizations.

- The majority of the tanneries, irrespective of their organizational size, enjoyed low to very low degrees of financial assistance to construct CETP, proving the statutory obligations.

- The majority 3 (60.00%) of the tanneries which were large size organizations faced moderate degree of adequacy of electric supply, majority 3 (50.00%) of the tanneries which were medium size organizations faced low degree of adequacy of electric supply, majority 3 (75.00%) of the tanneries which were small size organizations faced very low while majority 9 (47.37%) of the tanneries which were tiny size organizations faced moderate degree of adequacy of electric supply, which demonstrates the technical feasibility and financial viabilities of large tanneries.

- The majority of tanneries which were either large 3 (60.00%) or medium size 3 (50.00%) organizations showed very high degree of innovative practices, majority 2 (50.00%) of the tanneries which were small size organizations showed high to very high degree of innovative practices while majority 5 (26.32%) of the tanneries which were tiny size organizations showed moderate to very low degree of innovative practices, which highlights that bigger the scale the greater would be innovative practices.

- All the tanneries except those large size organizations incurred very high expenses on ETP/ROP. Majority 2 (40.00%)

- The tanneries which were large size organizations incurred moderate to high expenses on ETP/ROP, which shows the impact of stringent enforcement by the government.

- The majority of the tanneries which were either large 3 (60.00%) or medium size 3 (50.00%) organizations incurred high expenses on maintaining ETP/ROP, majority 3 (75.00%) of the tanneries which were small size organizations incurred very high expenses on maintaining ETP/ROP while the tanneries which were tiny size 9 (47.37%) organizations incurred high to very high expenses on maintaining ETP/ROP, which exhibits the heavy

maintenance expenditure on the plants. The tanneries of all sizes faced the problems of heavy expenses for maintenance of ETP/ROP.

- The majority of the tanneries preferred either Samayapuram or Thiruchengodu or the neighbouring Kerala state, where the conditions are congenial in all dimensions for the purchase of hides and skins.
- Australia was preferred by large tanneries, England was preferred by medium size tanneries, the United States and Canada were preferred by tiny tanneries.
- All the tanneries irrespective of their organisational size had their purchases predominantly from shanties.
- All the tanneries which were small size organisations were job tanners who incur no purchase, therefore their accounts were not presented in this table.
- All the tanneries irrespective of their organisational size preferred airways and the roadway was predominantly preferred by roadway.

- The tiny units had relatively longer periods of credit and debit collection periods as compared to the tanneries of the remaining sizes since they have relatively large cycle days of production.
- The majority of the large tanneries had weekly purchases, while medium and tiny had fortnightly purchases. This difference can be attributed to the differences in the period of production cycle.
- The majority of the large tanneries predominantly had their purchases from other states. The medium size tanneries had their purchases mainly from within the state or from other countries, while the tiny tanneries predominantly purchased their raw materials either within the district or from other states. The observed difference may be attributed to the fact that the majority of the medium tanners were modern tanners, who needs to import modern machinery and chemicals from other countries.
- The information from the buyers was largely used by large tanneries, information from the agents was largely used by small tanneries, information from the business magazine were widely used by both large and small tanneries. The information from the marketing consultancies were widely used by medium sized tanneries. From the data, it is clear that the

small sized tanneries widely used the information from the agents or the business magazines. Due to inaccessibility.

- Large numbers of the tanneries which were large size organizations faced low 2 (40.00%) and very low 2 (40.00%) degrees of inadequacy of marketing information, majority 3 (50.00%) of the tanneries which were medium size organizations faced moderate 2 (50.00%) or very low 2 (50.00%) degrees of inadequacy of marketing information, the tanneries which were tiny size organizations faced high 8 (42.11%) degrees inadequacy of marketing information.

- Current marketing information system is effectively utilized by larger organizations as compared to the smaller ones.

- Cost plus was widely used by tiny tanneries, competitive prices were widely used by large tanneries, capacity of the buyers were widely used by tiny tanneries, and global marketing was widely used by large tanneries.

- The large tanneries used all the means except sales representatives to promote their sales. The medium, small and tiny tanneries used advertisements to a great extent.

- The bases of demand forecasting for large and medium organisation were trade fairs and exhibitions were as personal experience for small and tiny organisation which reflects the choice of technique adopted by them.

- Majority of the large tanneries used their own brand name, the medium sized tanneries used their own brand or the brand name of the middlemen, large number of the small sized tanneries used either supplier's brand name or the brand name of the middlemen are using their own brand names.

- Majority of the tanneries which were large 3 (60.00%) and medium 5 (83.33%) size organizations faced low degrees of non-availability of standardized techniques, majority 2 (50.00%) of the tanneries which were small size organizations faced very low degrees of non-availability of standardized techniques while majority 8 (42.11%) of the tanneries which were tiny size organizations faced moderate degrees of non-availability of standardized techniques, being the variables had inverse relationship between the size and the standardized techniques.

- Majority 2 (40.00%) of the tanneries which were large size organizations faced low to very low degrees of quality rejection by buyers, majority of tanneries which were medium 2 (33.33%) and small 3 (75.00%) size organizations faced low degrees of quality rejection by buyers, majority 6

(31.58%) of the tanneries which were tiny size organizations faced high degrees of quality rejection by buyers, showing the soundness of the quality control department of companies.

- Break-even point is the point at which there is no profit or no loss. The break-even point is used to predict whether a company will face loss or gain on the basis of its various activities.
- Greater numbers of the tanneries which were large and medium size organizations had either high or low degrees of insufficiency of short term bank credits while majority of the tanneries which were small and tiny size organizations had high degrees of insufficiency of short term bank credits, which indicates the smaller the size greater would be the insufficiency of bank credits.
- Majority of the tanneries which were large, medium and small sized organizations insufficiencies of all degrees except the very low degree, while the tanneries which were tiny size organizations had very high degrees of *insufficiency of long term bank credits. It was cumbersome for the tiny tanners to obtain long term loans from banks due to inadequate securities.*
- Large number 2 (40.00%) of tanneries which were large size organizations faced moderate to very high delays in payment by customers, majority 4 (66.67%) of the tanneries which were medium size organizations followed

moderate delays in payment by customers, majority 3 (75.00%) of the tanneries which were small size organizations faced very high delays in payment by customers while majority 8 (42.11%) of the tanneries which were tiny organizations faced high to very high delays in payment by customers, being delayed receipts affected tiny units more as compared to large units.

- Majority of the tanneries, irrespective of their organizational size faced very high degrees of insufficiency of government support, which may be due to unawareness or stiffness.

- Majority 2 (40.00%) of the tanneries which were large size organizations faced moderate to low the degrees of non-availability of quality raw skins/hides, majority 3 (50.00%) of the tanneries which were medium size organizations faced very high the degrees of non-availability of quality raw skins/hides, the tanneries which were small size organizations faced high to very low the degrees of non-availability of quality raw skins/hides while majority 7 (36.84%) of the tanneries which were tiny size organizations faced moderate the degrees of non-availability of quality raw skins/hides, which further affirms the inferior inputs in general.

- Majority of the tanneries which were large size organizations faced high to very high degrees of problems in assembling raw skins/hides, the tanneries which were medium size organizations faced low to very high, majority of the tanneries which were small size organizations faced high degrees of problems in assembling raw skins/hides while the tanneries which were tiny size organizations faced very low to very high degrees of problems in assembling raw skins/hides, indicating the larger the number greater was the assembling problem.

- Majority 2 (40.00%) of the tanneries which were large size organizations faced high degrees of transportation problem, majority 4 (66.67%) of the tanneries which were medium size organizations faced very high degrees of transportation problem, majority 2 (50.00%) of the tanneries which were small size organizations faced very low degrees of transportation problem while majority 6 (31.58%) of the tanneries which were tiny size organizations also faced very low degrees of transportation problem, being the prime factors were seasonality, escalating fuel prices, tools etc.,.

- Majority 2 (40.00%) of the tanneries which were large size organizations faced high to very high degree of shortage of unskilled labour, the tanneries which were medium size 2 (33.33%) organizations faced low to very high degree of shortage of unskilled labour, the tanneries which were small size 2

(50.00%) organizations faced very low to very high degree of shortage of unskilled labour while the tanneries which were tiny size 7 (36.84%) organizations faced very low degree of shortage of unskilled labour. Small tanneries required limited unskilled labour as the skilled workers themselves had taken care of those works.

- Majority (60.00%) of the tanneries which were large size organizations faced low degree of labour absenteeism, the tanneries which were medium size (33.33%) organizations faced very low to high degree of labour absenteeism, the tanneries which were small size (25.00%) organizations faced low to very high degree of labour absenteeism while majority (36.84%) of the tanneries which were tiny size organizations faced high degree of labour absenteeism, which tends to know that the larger the organization lesser would be the bargaining power.

- Majority 3 (60.00%) of the tanneries which were large size organizations faced moderate degree of labour alcoholism, majority 4 (66.67%) of the tanneries which were medium size organizations faced very low while majority of the tanneries which were either small 2 (50.00%) or tiny 7 (36.84%)size organizations faced very high degree of labour alcoholism. The crucial factors were mechanization, sophistication, supervision, etc.

- Majority of the tanneries which were either large 3 (60.00%) or medium size 3 (50.00%) organizations faced very low degree of labour attrition while majority of the tanneries which were either small 2 (50.00%) or tiny size 8 (42.11%) organizations faced very high degree of labour attrition. Work environment, statutory and voluntary benefits were the major determinants. In summary, majority of the tanneries which were large 3 (60.00%), medium 3 (50.00%) and small (75.00%) size organizations showed very high degree of enjoyment of industrial legislation while majority 8 (42.11%) of the tanneries which were tiny size organizations showed high degree of enjoyment of industrial legislation, which stresses that the larger the unit greater was the satisfaction and *vice versa*.

- Majority 3 (60.00%) of the tanneries which were large size organizations exhibited moderate degree of cordiality between management and labour, majority 3 (50.00%) of the tanneries which were medium size organizations exhibited low degree of cordiality between management and labour, majority 2 (50.00%) of the tanneries which were small size organizations exhibited very high degree of cordiality between management and labour while majority 8 (42.11%) of the tanneries which were tiny size organizations exhibited high degree of cordiality between management and labour, reflecting the decreasing trend of cordiality with increasing scale of operations excepting few exceptional cases.

- Majority 3 (60.00%) of the tanneries which were large size organizations showed very low degree of involvement in trade unionism, majority 2 (33.33%) of the tanneries which were medium size organizations showed low degree of involvement in trade unionism, the tanneries which were small size 1 (25.00%) organizations showed very low to very high degree of involvement in trade unionism while the tanneries which were tiny size organizations 10 (52.63%) showed very high degree of involvement in trade unionism, which reveals that the tiny the scale more would be the bargaining capacity.

- 48.75% of the workers had 4-6 members in their family.
- 45% of the workers belonged to medium type families.
- A majority of 40% of the workers belonged to the 21-30 age group.
- A majority of 26.25% of the workers were from cities.
- Hence, a majority of 92.75% of the workers were men.
- A majority of 91.25% of the sample workers were married.
- In short, a majority of 47.5% of the workers underwent schooling.
- A majority of 33.75% of the workers were semi skilled.
- A majority of 30% of the workers out of 80 samples earned Rs. 2000-4000.
- Nearly 36% of the drawn samples expressed cleanliness in the premises to be low and nearly 34% of them expressed it to be very low.
- Nearly 47.50% of the drawn samples expressed that the satisfactory level in the disposal of wastes to be low and nearly 40% of them expressed it to be

very low. Hence, a majority of 42.50% of the drawn samples expressed the satisfactory level in the ventilation and temperature facilities provided to be low. Hence, a majority of 46.25% of the drawn samples expressed the satisfactory level for the care taken to prevent the workers from dust and fumes to be low.

- Majority of 41.25% of the drawn samples expressed the satisfactory level in the artificial humidification facilities provided to be low.
- Majority of 45% of the drawn samples expressed that the satisfactory level in the care taken to prevent overcrowding was low.
- Majority of 32.5% of the drawn samples expressed that the satisfactory level of the latrine and urinal facilities provided to be low.
- Majority of 41.25% of the drawn samples expressed the satisfactory level of the spittoon facilities provided to be very low.
- Majority of 46.25% of the drawn samples expressed the satisfactory level in the fencing facilities provided to be very low.
- Majority of 47.5% of the drawn samples expressed the satisfactory level in the working on machinery or working near machinery in motion to be very low.
- Majority of 32.5% of the drawn samples expressed the satisfactory level in the employment of persons on dangerous machines to be low.
- Majority of 32.5% of the drawn samples expressed the satisfactory level in the usage of striking gears and devices for cutting power to be very low.

- Majority of 26.25% of the drawn samples expressed the satisfactory level in the usage of self acting machines to be very low.
- Majority of 27.5% of the drawn samples expressed the satisfactory level in the casing of new machinery to be very high.
- Majority of 41.25% of the drawn samples expressed the satisfactory level in the working of hoists and lifts to be low .
- Majority of 40% of the drawn samples expressed the satisfactory level in the working of lifting machines, chains, ropes and lifting tackles to be very low.
- Majority of 36.25% of the drawn samples expressed the satisfactory level in the usage of revolving machinery to be low.
- Majority of 42.5% of the drawn samples expressed the satisfactory level in the working of pressure plant to be very low.
- Majority of 38.75% of the drawn samples expressed the satisfactory level of the floor stairs and means of access to be very low
- Majority of 50% of the drawn samples expressed the satisfactory level of pits, sumps and opening in the floors to be low
- Nearly more than 50% of the drawn samples expressed the satisfactory level of the allotment of excessive weights to carry by the workers to be very low.
- Nearly 49% of the drawn samples expressed the satisfactory level on the measures taken to protect the eyes of the workers to be low Nearly 59% of the drawn samples expressed the satisfactory level on the measures taken to protect the workers from dangerous fumes to be very low.

- Majority of 46.25% of the drawn samples expressed the satisfactory level on the usage of portable electric lights to be very low Hence, a majority of 38.75% of the drawn samples expressed the satisfactory level on the precautionary steps taken against explosives or inflammable dust and gas to be very low.
- Majority of 35% of the drawn samples expressed the satisfactory level on the precautions taken in case of fire accidents to be very low.
- Majority of 30% of the drawn samples expressed the satisfactory level on the specifications of defective parts or tests of stability to be low.
- Majority of 31.25% of the drawn samples expressed the satisfactory level on the safety of building and machinery to be very low
- Majority of 27.5% of the drawn samples expressed the satisfactory level on the washing facilities provided to be very low. Hence, a majority of 28.75% of the drawn samples expressed the satisfactory level on the facilities provided for storing and drying to be very low.
- Majority of 51.25% of the drawn samples expressed on the facilities provided for sitting the satisfactory level to be low.
- Majority of 36.25% of the drawn samples expressed the satisfactory level on the first- aid appliances provided to be moderate.
- Majority of 28.75% of the drawn samples expressed the satisfactory level on the canteen facilities provided to be very low.

- Majority of 38.75% of the drawn samples expressed the satisfactory level on the shelters, restrooms and lunchrooms to be low.
- Majority of 43.75% of the drawn samples expressed the satisfactory level on the provision of crèche to be low. Hence, a majority of 35% of the drawn samples expressed the satisfactory level on welfare officers to be low.

Suggestions and Recommendations:

1. The current trend is towards the closure of tanneries and the government should declare the tanning industry as sick units.
2. The imported raw materials (chemicals/dyes) are very costly because of imposition of heavy duties.
3. All those involved in the tanning activities should be supported. The current scenario is that only those who are involved in the finishing alone get subsidy while the others who are not all benefitted through the subsidies.
4. The EI and chrome tanners are levied 15% of the sales as export duty. Due to high export duties, the concerned tanners get less profit and this also leads reduction in foreign earnings.
5. The government should take initiatives to make international tie-ups to manufacture goods of international standards.
6. The government should bear the entire cost of construction of ETP/CETP/ROP and make it available to the tanners at nominal charges towards maintenance.
7. Tanning Parks with full-fledged colouring and finishing units must be provided for the benefit of tanning industries.
8. The closed cooperative societies must be reorganized to cater the needs of tiny tanners.
9. Concessions were given only to government undertakings. Such provisions and concessions should be extended also to the private sector.

10. A public enterprise in association with the tanners may be commissioned for import and distribution of raw materials in ration.
11. The tanners who could not avail the hi-tech
12. The government may appoint special officers in each tanning district for effective coordination of the tanneries which knowledge centres like CLRI and also to convene meetings to understand the day to day problems encountered in tanneries.
13. Periodical training must be provided to the flayers about carcass utilisation.
14. Exclusive permits may be given to the shandies for the quick transportation of purtrifiable hides and skins.
15. Liberalization of credit policy should given to nourish the industry.
16. Job rotation may be given to employees so that they are engaged throughout the year.
17. Day to day (local and international) prices of hides and skins and the finished products may be telecasted.
18. The various associations should unite themselves under one roof in order to protect their interests.
19. Electricity subsidy may be provided to the tanneries too.
20. The tanners may comply with the legislative provisions to maintain the cordiality with labour.

Overall Conclusion

The overall conclusion of this thesis after thorough analysis the researcher comes to the final conclusion which are detailed below.

Chapter 2

Of all the states in India, tanning industry was so popular in Tamilnadu state. The leather districts in Tamilnadu were Trichy, Dindigul, Erode, Chennai, and Vellore. The large tanning units which come under the organised sector were agglomerated in Chennai. The character of both the organised and unorganised sectors were co-extensive in Vellore. Most of the gigantic organisations were commenced during Pre-independence era. Medium sized tanneries were emerged during the independence. Small units were commenced after Independenees. There existed a positive correlation between the forms and scales of organisations. The analysis expresses a positive correlation between the variables namely the geographical operations and their sizes. The technical qualifications were absent, in case of the tiny tanners, which reflects the inability to implement the expertise. Experience was the vital factor which was witnessed by the tiny tanners. It is axiom that larger the size of the organisation greater would be the extension of membership in employers' organisation.

Chapter 3

To consolidate, mostly large and medium sized tanneries were performing own tanning operations. By and large job tanners were operating at small scale level. In converse, the style of operations of the tiny tanners was own tanning method.

As far as the practice is concerned, larger the size of the economic entities greater was the inclination towards the introduction of the modernisation. The tiny tanners were adopting the age old art of making leather, which reflected the rigidity of them. They were adopting only the traditional method producing EI leathers or intermediate goods and not full finished products. The tanners in general experienced high fluctuations in the prices of raw hides and skins. It is opined that the speculative character prevails over the markets in hides and skins. The seasonality affects the quality of raw hides. In addition, delayed delivery of raw hides and skins led to perishability and consequently incurred loss. In the international level the best source of raw skins and hides was Australia, whereas it was Samayapuram in South India.

All the tanners conveyed that the financial assistance provided for CETP by the Government was very low. The powercut imposed by the Government had an impact over the production. There is a wrong notion that technical feasibility, financial viability and innovations could not be dreamt of by the small tanners. Shanties were the prime source of purchase for majority of the tanners. Quick

tanning was made by big tanners, whereas it was not so in the case of traditional tanners and the lengthy production cycle days retarded the working capital and thereby the and velocity of business turnover.

Chapter 4

Smaller the size of the units greater the reliance of agent middlemen for obtaining the marketing information. Big tanners had the accessibility to the current marketing information from other sources. They were also able to effectively utilise the current marketing information. As the bargaining strength was more in case of big tanners. They were able to adopt the competitive pricing policies. The medium, small and tiny tanners used advertisement to a great extent. Trade fairs and exhibition were used for demand forecasting by large organisation. Big organisations depended upon their own brand names for selling their products, but the small tanners have to use the either supplier's or middlemens' brand name. There was inverse relation between the size and standardised techniques among the tanners. Bigger the organisation greater would be the soundness of the quality control department.

Chapter 5

Smaller the size of the enterprise greater would be the insufficiency of bank credit and vice-versa. Other defects of these small concerns were insufficiency of securities for long-term debts, delay in receipts, non availability of raw hides and skins, assembling problem and escalating prices.

Chapter 6

The implementation of hazardous industrial safety laws were assessed by the concerned ministry of Government of India. However there are conflicting views on the safety measures taken by the tanneries. There also exist contrary views regarding the basic amenities facilitated by the tanneries.