

**A STUDY ON LABOUR PROBLEMS IN SAFETY MATCH
INDUSTRIES IN VIRUDHUNAGAR DISTRICT**

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In partial fulfillment of the requirements
for the award of the Degree of
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by
M. AROCKIA G. RUBAN
Reg. No. 5822

Under the supervision of
Dr. LOURDES POOBALA RAYEN M.Com., M.Phil., M.B.A., Ph.D.,



RESEARCH CENTRE OF COMMERCE
MANONMANIAM SUNDARANAR UNIVERSITY
TIRUNELVELI - 627 012

MARCH 2014

Dr. LOURDES POOBALA RAYEN,
Dean of Arts and Associate Professor in Commerce,
St.Xavier's College (Autonomous),
Palayamkottai.

CERTIFICATE

This thesis entitled “**A STUDY ON LABOUR PROBLEMS IN SAFETY MATCH INDUSTRIES IN VIRUDHUNAGAR DISTRICT**” submitted by **M. AROCKIA G RUBAN** for the Degree of Doctor of Philosophy in Commerce of Manonmaniam Sundaranar University is a record of bonafide research work done by him and it has not been submitted for the award of any degree, diploma, associateship, fellowship of any university or institution.

Place : Palayamkottai

Signature of the Guide

Date :

(Dr. LOURDES POOBALA RAYEN)

M. AROCKIA G. RUBAN,
Reg. No. 5822,
Assistant Professor in Commerce,
St. Xavier's College (Autonomous),
Palayamkottai.

DECLARATION

I **M. AROCKIA G. RUBAN** hereby declare that the thesis entitled **“A STUDY ON LABOUR PROBLEMS IN SAFETY MATCH INDUSTRIES IN VIRUDHUNAGAR DISTRICT”** submitted by me for the Degree of Doctor of Philosophy in Commerce is the result of my original and independent research work carried out under the guidance of **Dr. LOURDES POOBALA RAYEN**, Dean of Arts and Associate Professor in Commerce in St. Xavier's College (Autonomous), Palayamkottai and it has not been submitted for the award of any degree, diploma, associateship, fellowship of any university or institution.

Place : Palayamkottai

Signature of the Candidate

Date :

(M. AROCKIA G. RUBAN)

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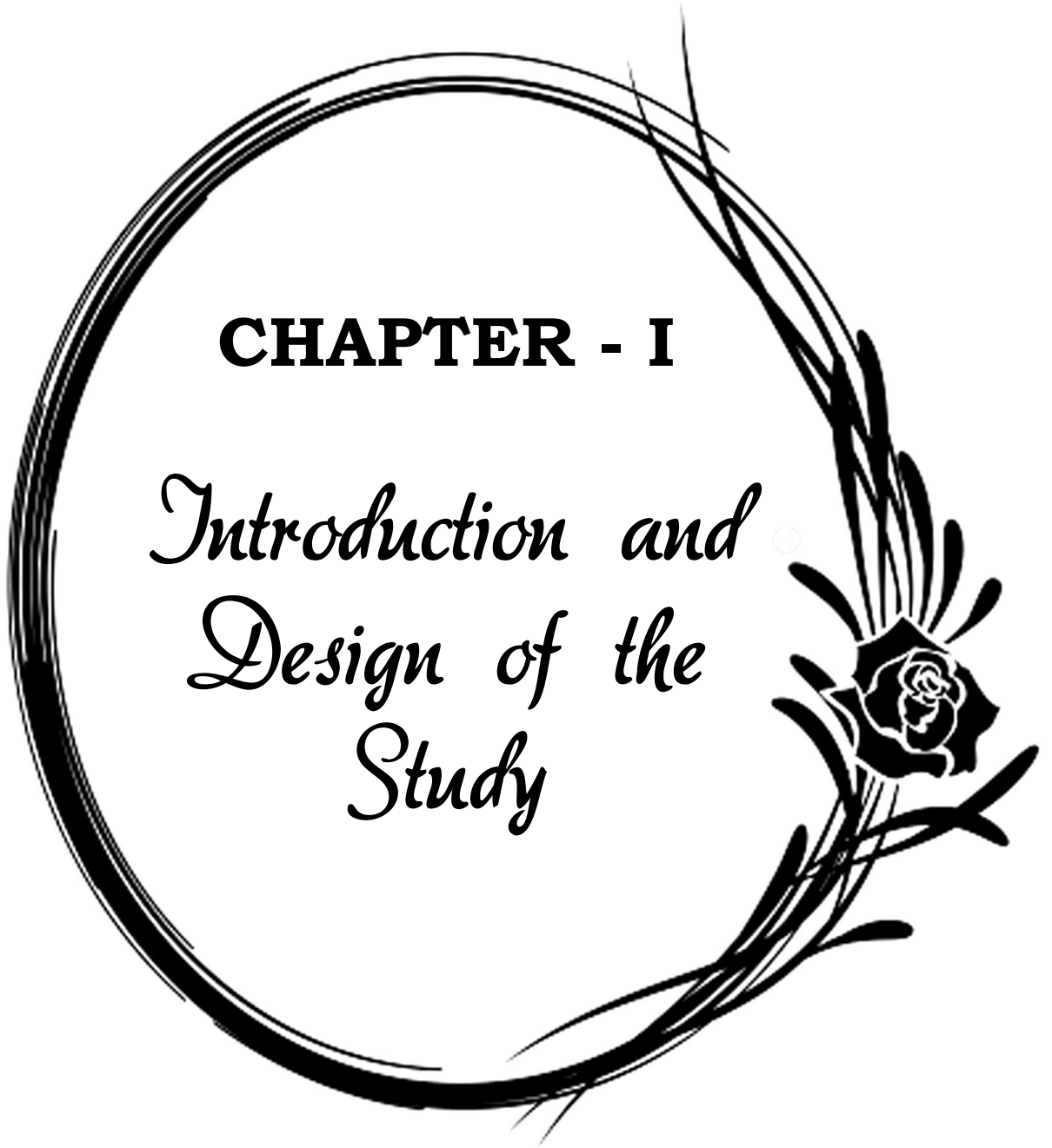
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CHAPTER - I

Introduction and Design of the Study



CHAPTER - I

INTRODUCTION AND DESIGN OF STUDY

- Statement of the Problem
- Objectives of the Study
- Scope of the Study
- Study Area
- Selection of Sample
- Method of Data Collection
- Hypothesis
- Plan of Analysis
- Limitations
- Chapter Scheme

CHAPTER - I

INTRODUCTION AND DESIGN OF THE STUDY

1.0 INTRODUCTION

‘Safety matches’ is an essential consumer commodity needed by all the sections of society. The handmade safety match industries are predominately concentrated in the Southern part of Tamil Nadu. It is an artisan type cluster and 2700 handmade safety match units are in and around Virudhunagar, Sattur, Sivakasi, Rajapalayam, Srivilliputhur and Aruppukottai taluks providing employment opportunities to 1,56,273 people. The safety match industries are in the midst of raw material crisis until recently. Most of the micro enterprises dealing with safety matches were at the verge of closure. The timely action initiated by the Government of India, and the Government of Tamil Nadu had helped in many a ways to protect the industries from the raw-material crisis.

The Indian government policies have played an important role in the development and growth of the match industry. The encouragement and protection given by the Central and the State governments to the small-scale sector for the last fifty years through protective tariffs, differential excise duties and sales tax exemptions really helped the safety match industry to develop and grow in Tamil Nadu.

Though a safety match is a small item, but it is an essential item for all the houses. The origin of matches is China. In India, matches were imported from France and England. Later in 1921, matches were manufactured at Calcutta by machines. Two persons started the match industry at Sivakasi in 1922 namely Mr.P.Ayya Nadar and Mr.A.Shunmuga Nadar. They produce matches through the imported machine from Germany. Those were the days, when the freedom movement and swadeshi spirit were

in full swing and so he sold the machine and started handmade match production. Till now in Sivakasi, matches were produced in the same handmade technology number of people in and around Sivakasi are employed in safety match industry.

During 1950s, Lucifer Match Industry and Bharat Match Industry, the first units of South India, were started at Sivakasi. The match industry faced a very tough time between 1965 and 1975 as there was a scarcity for raw materials and red phosphorus. So in 1971, an industrialist Mr. R. Shroff started the red phosphorus unit at Sivakasi in order to overcome the scarcity and to supply red phosphorus for the cottage industry in and around Sivakasi.

Later, the match industries were extended to the neighborhood areas of Sattur and Sivakasi. Mr. Ayya Nadar took sincere efforts to produce raw materials with the help of Government of India. The Pioneer Group of Industry started Potassium Chlorate factories on a limited concern basis by enlisting shareholders and supplied materials which helped to increase production and to offer employment to lakhs of people.

1.1 STATEMENT OF THE PROBLEM

In and around Virudhunagar district, there are 2700 Safety Match factories which have been employing 1, 56,273 workers. The major activities involved in the processes safety match production are frame filling, wax dipping, head filling, drying, box framing and filling, side painting, band rolling, dozen packing and chemical grinding. Most of the activities are done manually in most of the units where as these activities are done mechanically in the mechanised units. While handling all these activities, the labourers are exposed to physical, chemical and ergonomic hazards. They

are exposed to various chemical hazards mainly potassium chlorate, commercial sulphur, glue, black and red manganese, red phosphorus, antimony glass powder etc.

Due to synergistic effect of chemicals in the presence of excessive heat, lack of proper ventilation, and improper ergonomic condition, the people working in the match factories are exposed to major occupational health problems. Common acute occupational illnesses observed are allergic skin diseases, allergic lung disorders, and irritation of eyes with lacrimation, photophobia and conjunctivitis. Long working hours, exposure to excessive heat, low illumination, improper posture, overcrowded working space, continuous sitting in one posture cause health problems like pain in joints, body ache, fatigue and other muscle-skeletal problems, resulting in stunted physical growth and development. Though the safety match workers are facing health, physical and mental problems, they are not having any other option due to lack of other employment opportunities, illiteracy, low educational background, poor economic condition and lack of agricultural operations in around the study areas

Taking in to account the ground realities the researchers has undertaken this study mainly to examine the their Problems by the labourers working in the safety match industry in Virudunagar District.

1.2 OBJECTIVES OF THE STUDY

The proposed study has the following objectives:

- (i) To study socio-economic conditions of the labourers working in safety match industry in Virudhunagar district.
- (ii) To study the working environment of the labourers in safety match industry in Virudhunagar district.

- (iii) To identify the socio-economic factors influencing labourers to work in safety match industry.
- (iv) To study the Problems by the labourers in safety match industry.
- (v) To assess the relationship between the labour their Problems by the safety match industry workers and their socio economic conditions.
- (vi) To summarize the findings and suggestions based on the analysis and interpretations of the study.

1.3 SCOPE OF THE STUDY

This study was conducted in Virudhunagar district mainly because of the concentration of more number of safety match factories compared to other districts of Tamil Nadu. Moreover, large number of workers is employed in the safety match industry. This study is mainly conducted to assess the socio-economic profile and the working environment of the labourers working in safety match industry in the Virudhunagar district. This study covers the socio economic factors which influence the workers to work in the match factories and the Problems by them. In addition to this the study also deals with the relationship between the labour Problems by the safety match workers and their socio economic conditions.

1.4 STUDY AREA

Virudhunagar district was selected purposely for this research work mainly because of the concentration of safety match units in the district. The safety match industry provides employment to more number of workers in the study area. To study the labour problems of safety match industry This study covers the entire Virudhunagar district comprising of Virudhunagar, Sivakasi, Aruppukottai, Sattur, Rajapalayam and

Srivilliputhur taluks. The district is bounded by Sivagangai district and Madurai district on the north, Tirunelveli district and Tuticorin district to the south and Ramanathapuram district on the east and Kerala state to the west and Theni district to the northwest.

1.5 STUDY PERIOD

The study was conducted from July 2010 to Dec 2013. The data relevant for the study was collected from the study area in the year 2011-12.

1.6 SELECTION OF SAMPLE

There are 2700 safety match units in Virudhunagar district and 1, 56,273 people are getting their employment through these safety match units. With regard to the selection of sample match units, stratified random sampling was adopted. Among 2700 match units 1500 match units are in the rural areas and 75,091 labourers are working in the rural match units. Out of 75091 workers working in the rural areas, the researcher has selected 300 sample respondents at random. Among 2700 match units 480 match units are in the semi-urban areas employing 41,070 workers. Out of 41,070 semi-urban workers, the researcher has selected 140 sample respondents. The remaining 720 match units are in the urban areas employing 40,112 workers. Among them the researcher has selected 160 sample respondents from among the urban workers. In total 600 respondents were selected at random from rural, semi – urban and urban Safety match units.

1.7 METHOD OF DATA COLLECTION

Primary data were collected from the people working in the safety match units in the Virudhunagar district. Secondary data were collected from published reports, journals and magazines. The researcher used interview schedule to collect the data from the respondents. Before preparing the interview schedule the researcher contacted the experts and had number of discussions with people who are associated with the safety match industry. The researcher had discussion with the potential respondents to know the working environment of the safety match industry and the problems existing in the safety match industry. From the various discussions and interviews, the researcher has prepared a rough interview schedule. The rough interview schedule was tested through the pilot study. For the pilot study 25 prospective respondents were interviewed randomly. Based on the interview and the information collected the final draft of the interview schedule was prepared. The final draft was used for the data collection from 600 respondents.

1.8 HYPOTHESES

Following are the hypotheses developed for analysing the labour problems of the safety match industry in the study area.

- 1.8.1 There is no significant difference in problems regarding different working conditions among workers of different location of safety match industry in Virudhunagar district.
- 1.8.2 There is no significant difference in problems regarding wages, benefits, risk, social security measures, job security, occupational diseases, personality, family related, management related, supervisor related,

technology related and canteen related problems among workers of different location of safety match industry in Virudhunagar district.

- 1.8.3 There is no significant difference in the perception about infrastructure, relationship with management, relationship with supervisor, working conditions, technologies provided, canteen facilities, safety measures, wages and benefits among workers of different location of safety match industry in Virudhunagar district.

1.9 PLAN OF ANALYSIS

The collected data have been classified, grouped and presented in the form of Tables and diagrams. Appropriate statistical tools were used for the purpose of analysis and interpretations of the data.

Analysis of Variance has been used to test the hypotheses framed to identify the significant difference among the safety match workers from different locations as regards problems relating to working conditions, wages, benefits provided to the workers, risks encountered by the workers, social security measures, occupational disease, family, management, supervisor, technology used in the production process and canteen facilities.

The perception about the working environment in the safety match units, infrastructure, relationship with the supervisor, technology used in the production process, canteen facilities, safety measures and benefits offered to the workers were analysed with the help of analysis of variance.

In order to apply factor analysis, KMO and Bartlett's test has been administered. Rotated factor matrix was used to reduce the various measures to overcome the problems in the safety match industry.

Analysis of variance has been used to assess the relationship between the socio-economic variables and the various their Problems by the workers.

1.10 LIMITATIONS

The data relevant for the study was collected from the labourers working in the safety match industry in Virudhunagar district. Details regarding the working conditions of the safety match units, the perception of the safety match labourers about the working environment and the their Problems by the safety match labourers were collected only from the labourers working in the safety match units from the study area.

1.11 CHAPTER SCHEME

This study has been divided into seven chapters

The first chapter deals with the design of the study. This chapter includes introduction, statement of the problem, objectives of the study, scope of the study, the study area, sampling design, data collection, hypotheses, statistical tools used for the study, limitation of the study and the chapter scheme.

The second chapter presents the review of literature. Reviews of the previous studies organized according to topics of importance in the chronological order have been presented in this chapter.

The third chapter gives the profile of the study area. This chapter gives information about the history of Virudhunagar district and the industrial scenario.

The fourth chapter deals with the socio-economic conditions of the labourers of safety match industry. All the information relating to socio-economic conditions of the labourers of safety match industry were classified and grouped on the basis of their location like 'rural, semi-urban and urban'. An analysis of the socio-economic conditions of the labourers of safety match units is also presented in this chapter.

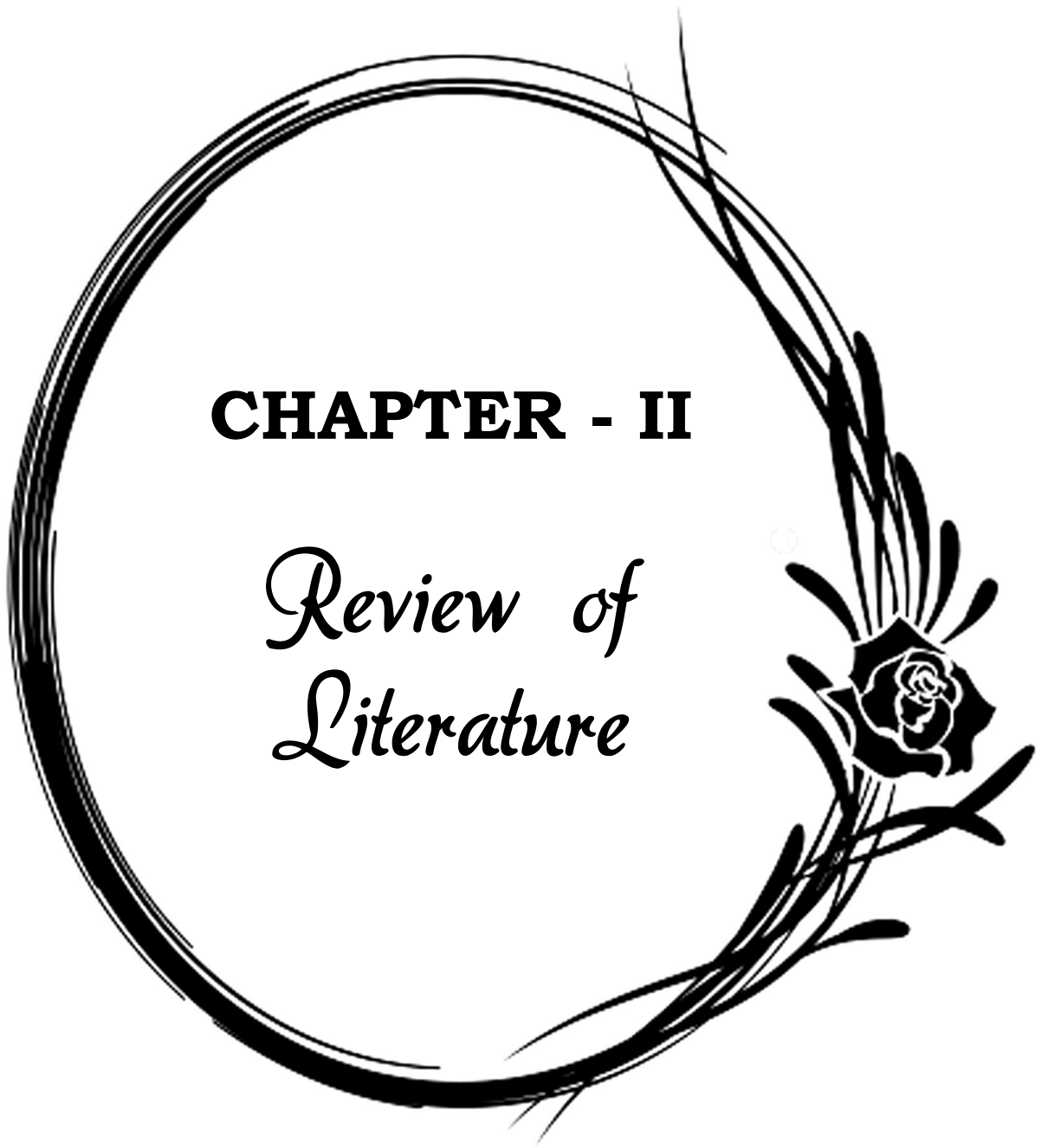
The fifth chapter presents the problems encountered by the labourers of safety match industry. It gives information about the analysis of the labour problems and the perceptions of workers of safety match industry. In this chapter an analysis of reasons for working in the safety match industry and the measures to overcome the their Problems by the safety match workers in Virudhunagar district were also presented.

The sixth chapter deals with the relationship between the socio-economic profile of the labourers and the problems encountered by the safety match workers.

The seventh chapter highlights the summary of findings and suggestions based on the analysis and interpretations of the study.

CHAPTER - II

Review of Literature



CHAPTER - II

REVIEW OF LITERATURE

- Introduction
- Reviews Relating to Labour Problems
- Reviews Relating to Organised and Unorganised
- Reviews Relating to Child Labour

CHAPTER - II

REVIEW OF LITERATURE

2.1 INTRODUCTION

Review of literature paves the way for a clear understanding of the areas of research already undertaken and throws a light on the potential areas which are yet to be covered. Keeping this fact in mind, an attempt has been made to make a brief survey of the previous works undertaken in the field of labour problems in the match industry in Virudhunagar district.

For any research, the survey of related literature is of utmost importance; because it throws light on the problems in hand. It helps the researcher for a well conceived and planned approach in conducting the study. A review of literature relevant to study has been presented. It covers research studies relating to labour problems in match industry and other related aspects of the industrial relation, labour etc.

2.2 REVIEW RELATING TO LABOUR PROBLEMS

Nayar¹ (1959) conducted a survey for employment in match industry to study the wage structure and general conditions of women workers in match industry. The committee observed the conditions of women workers in match units and heartening the occupations like frame filling and box making are done in cottage on piece and time rate basis. The norm “equal pay for equal work” is not there. The study also reveals that the payment of dearness allowance is rather uncommon in these industry.

¹Nayar, Chairman, Minimum Wages Committee for Employment Match Industry, 1959, Kerala, p.24.

Leela Gulati² (1978) examined working women in India and value of their labour. She found that the children of the agricultural labour too continuing the same occupation despite whatever education they had been able to receive. She also found that hunger, disease and indebtedness are an integral part of the life of the women labour. There is little prospect of anyone in the family breaking out of viscous circle.

The Indian institute of Foreign Trade³ (1979) attempted a study on the match industry in the year 1979. The study reported on the evolution, the hazards and the employment potential of the match industry.

Robkki P. Vecchio⁴ (1980) highlighting a test of the individual differences moderator hypothesis, used data from six national samples and incorporated a full range of Job quality and a here fore unexplored index of “worker alienation from mainstream work norms” (i.e., employee race). Evidence was found that the moderator hypothesis is descriptively valid, but additional complexities must be considered before firm conclusions are drawn. bargaining positions in 'primary' disputes and discussed in various cases related to industrial disputes.

Daniel J. Brass⁵ (1981), in his research investigates the role of job characteristics as possible mediating variables in the relationships between the organization's structural context and the attitudes and behaviour of individual respondents. The organization is conceptualized as a network of task positions interrelated on the basis of workflow transactions. Three structural relationships of task

² Gulati, Leela (1978), “Profile of a Female Agricultural Labour”, Economic and Political Weekly, Vol. 13, No. 12, March 25, pp. 27-36

³ Report on the “study on the safety match industry” Indian Institute of Foreign Trade, 1979, P 25

⁴ Robkki P. Vecchio., 1980, “Worker Alienation as a Moderator of the Job Quality-Job Satisfaction Relationship: “The Case of Racial Differences” – © Academy of Management Journal, Vol. 23, No. 3, pp. 479-476.

⁵ Daniel J. Brass., 1981, “Structural Relationships, Job Characteristics and Worker Satisfaction and Performance”, Administrative Science Quarterly, 26 Sep., pp. 331-348.

positions are investigated: (1) the centrality of a task position (2) the degree to which a task position is critical to the workflow and (3) the transaction alternatives available to a task position. The results indicate significant relationships between these relational measures and job characteristics. Further, the findings support the hypothesis that job characteristics mediate the relationship between structure and individual responses.

Ghodaka and Ryan⁶ (1981) discussed that availability of family female labour is inversely related to the farm size. Females may be forced to work outside the family farm in cases where the family owns little or no land in order to supplement the meager income of adult male members. When farm size increases, women may withdraw from work or only confine to their own farm work.

Sudarshan Reddy and Girija Rani⁷ (1982) tried to work out the workdays of female in different economic activities and domestic work according to different categories of household such as agricultural households, artisan households and agricultural labour households and also compared the workdays of females with males. Taking economic and domestic activities together, women work for more number of days in a year and longer hours in a day as compared to men. The study also reveals that the females work days are higher among cultivator families compared to artisan and agricultural labour families.

Geoffrey *et.al*⁸ (1982), the authors' description as the Worker Opinion Survey, developed by Cross, is a useful job satisfaction instrument with many desirable features. However, it has not been validated. The present paper reports a study which

⁶Ghodaka R.D. and Ryan J.G., (1981), "Human Labour Availability and Employment in Semi-Arid tropical India", Indian Journal of Agricultural Economics, October- December, pp.31-38.

⁷ Reddy, Suddarshan A., and Girija Rani H., (1982), "Role of Women In Rural Development", Social Scientist, Vol. X, No. 6, June, pp.51-57.

⁸ Geoffrey N. Soutar and John R. Weaver, 1982, "The measurement of shop-floor job satisfaction: The convergent and discriminate validity of the Worker Opinion Survey", Journal of Occupational Psychology; No. 55, pp-27-33.

examines the convergent and discriminate validity of the Worker Opinion Survey in relation to the Job Descriptive Index in a variety of ways. The results supported the validity of the Worker Opinion Survey and strengthened its usefulness as a research instrument.

Ramana Rao⁹ (1982) study had probed into the reasons for labour management conflict in Andhra Pradesh State Electricity Board. He observed that the main reasons for conflicts between labour and management was due to lack of appropriate organizational structure, lack of understanding of workers' problems on the part of management and unfavorable attitudes of trade union leaders towards the industrial relations.

Narshimha Rao,¹⁰ (1982) in a study, revealed that the management did not take initiative to settle the disputes. Most of the disputes were settled only with the State intervention. The study pointed out that a separate department for industrial relations should be created to look into the problems of industrial relations and to promote cordial relations between the respondents and management.

Moulik T.K and Purushotham.P¹¹ (1982) in their study titled "A study of match industry in Sivakasi" indicates the various findings, which include women members supervises all operations performed by hired labourers. The wage payment is followed and they are paid on piece rate basis. They work more than 9 hours in the factory and returning to their home, they do spend another 3 or 4 hours in box making. This shows how hard they work to get more wages to meet their family expenditure.

⁹ Ramana Rao T.V., 1982, "Industrial Relations in Andhra Pradesh State Electricity Board", Diss. published, Andhra University, Vishakhapatnam, p.80.

¹⁰ Narasimha Rao T., 1982, "Industrial Relations in Public Sector – A Case Study of Bharat Heavy Plates and Vessels", Diss. published, Kakatiya University, Warangal, p.69.

¹¹ Moulik.T.K and Purusthom P (1982), "match industry in Sivaksi" Economic and Political Weekly, Vol. XVIII, P.90.

Anker¹² (1983) pointed out there are number of reasons for under-reporting of female labour force participation. It includes ambiguous and ill understand definitions of labour force participation, quality, biases of interviewers, and biases of male respondent, lack of knowledge on the part of proxy-respondent and poorly constructed questionnaire.

Smith Kothari¹³ (1983) observes the working condition of women workers of match industry in Sivakasi. According to him, the working conditions of workers in match industry are poor. There is very little facility for ventilation in the small rooms of the cottage units. Similarly all the activity requires squatting which makes the women uncomfortable and forces them to suffer postural defect. The occupational conditions in the various production stages are hazardous.

Suresh Babu.M¹⁴ (1983) has studied the various aspect of handmade match industry. He observed that the match industry gives scope to men, women, adults and children equally. He also compared the various conditions of match industry controlled by private entrepreneurs with those of the co - operative match industry.

Ela, Bhatt¹⁵, (1985) observes that technological progress has the dual effect of widening women's employment opportunities and at the same time pushing them into less skilled and less mechanized occupations.

¹² Richard Anker (1983), "Female Labour Force Participation In developing Countries: critique of Current Definitions and Data Collection Techniques methods", International Labour Review, Vol.122, No. 6, Nov-Dec.

¹³ Smith Kothari (1983) "There is a blood in these match sticks". Economic and Political Weekly, Vol.18, PP 119 – 1202

¹⁴ Suresh Babu.M (1983) "What ails the hand made match industry" Southern Economist, Vol.2.2.No.1, PP 19 – 20.

¹⁵ Ela, A. Bhatt (ed.), (1985), "Women's Employment and Technology" In Women's Science and Technology.S.C. Jain, Rawat Publications, Jaipur, p.4.

Sisodia¹⁶ (1985) study the magnitude of the female labour participation rate in the specific field operations as well as in other preparatory or supportive activities to agricultural production process, the family female labour participate in the decision-making process and the association between the extent and nature of female participation in agriculture and economic-demographic characteristics of Bhind and Morena districts of Madhya Pradesh. The study revealed that the rate of female participation is very low. The pattern of division of labour between men and women varies from region to region according to social customs. In the Chambal region, the preparatory tillage operations are not performed by the farm women. On animal based tasks like cake making, ghee making, milking animals, removing of cow dung from the cattle shed and feeding of animals are mostly done by the farm women. There is no hired female labour is employed for these animal-based tasks. Only a few per cent of total family labour in preparatory or supportive activities to agricultural production process and the rest is done by men. In the decision making process wives are consulted regarding the choice of crops to be grown, variety of seeds, fertilizer application, number of irrigation quantity of grains to be marketed and place of marketing. The degree of female participation about new ideas in agriculture is much more in the case of scheduled castes, scheduled tribes and backward classes and declines with higher position in the social hierarchy. The employment of family female labour in field operations decreases with the increase in the size of holding. There are large variations in female participation in field operations by different casts.

¹⁶ Sisodia J.S., (1985), "Role of Farm Women in Agriculture: A Study of Chambal Command Area of Madhya Pradesh", Indian Journal of Agricultural Economics, Vol. XL, No. 3, July-September, pp. 223-230.

Suryawanshi and Kapase¹⁷ (1985) have studied the changes in their size of family and the effective labour force, the changes in female labour employment after the introduction of irrigation and the per farm and per hectare labour utilization and participation of female labour in Ghod Irrigation project area of Maharashtra over a period of time. Main findings of their study are both male and female members got higher employment in agriculture due to irrigation available by Ghod project, family female labour utilization was more than that of hired female labour, this is clearly indicated that due to irrigation facilities there was an increase in female employment in the family. The introduction of irrigation project, high labour intensity crops were introduced in the area, which accelerated the labour employment in general and the employment of female labour in particular.

Ray, et.al¹⁸ (1985) have attempted the impact of technological changes on female labour employment; compare the wage rates of male and female labour and the impact of differential wage rates on female labour employment and the relative impact of different factors on family female labour employment in the states of Rajasthan, Madhya Pradesh and Kerala. The study revealed that the employment of female labour is relatively lower than that of the male labour in two out of the three states. The use of family female labour is found to be negatively related with the size of holding under both the local and high-yielding varieties of wheat and paddy in all the states and the adoption of new production technology, the use of female labour increased enormously on all size-groups of farms. The wage rate of female labour is comparatively lower than that of the male labour in all the states.

¹⁷ Suryawanshi S.D. and Kapase P.M., (1985), "Impact of Ghod Irrigation Project on Employment of Female Agricultural Labour", Indian Journal of Agricultural Economics, Vol. XL, No. 3, July-September, pp.240-243.

¹⁸ Ray A.K., Rangarao I.V. and Attari B.R., (1985), "Impact of Technological Changes on Economic Status of Female Labour", Indian Journal of Agricultural Economics, Vol. XL, No. 3, July-September, pp. 240-252.

Ramesh Chand, *et.al*¹⁹ (1985) examined the impact of new agricultural technology on the employment and wages of different categories of workers and the impact of new agricultural technology on the employment of casual, attached and family labour in both men and women workers categories and to isolate the effect of various individual factors on the employment pattern of male and female workers in Punjab. The study showed that modernization of agriculture in Punjab has resulted in increased employment per hectare of cultivated area for all kinds of female labour. In the case of male labour there was a small decline in the employment per hectare in 1980-81 compared with that in 1971-72 and wider application of new agricultural strategy has resulted in reducing the differences in the wage rates of men and women.

Reddy²⁰ (1985) study of female labour employment in dry land areas was carried out at Nagaur. It is observed that the number of employed days declined with the increase in the size of land holdings at most of the centers. The employment opportunities increased with the increase of moisture index of region. The employment situation in the case of female workers differed from one location to another due to variation in the cropping pattern, rainfall distribution, soil type, availability of irrigational facilities and non-agricultural works available in the locality. The employment days in crop production increased with the increase of land holding but declined with the increase of land holding but declined with the increase of land holding in the case of hiring out female labour for wages and also miscellaneous works such as earth works and road repairs etc., at all centers. The unemployment in the case of females was very severe at all locations.

¹⁹ Ramesh chand, Sidhu D.S., and Kaul J.L., (1985), “ Impact of Agricultural Modernisation on Labour Use Pattern In Punjab With Special Reference To women Labour”, Indian Journal of Agricultural Economics, Vol. XL, No. 3, July-September, pp. 252-258.

²⁰ Reddy Y.V.R., “A Study on Utilization of Female Labour in Dry Land Area”, (1985), Indian Journal of Agricultural Economics, Vol. XL, No. 3, July-September, p. 268.

Balaraman²¹ (1985) discussed the types of sex discrimination practiced in farm wages with particular reference to Tamil Nadu. The study revealed that on an average, the wage paid to a female worker was roughly 60 to 80 per cent of the wages paid to a male worker. The discrimination against women has been prevailing in all its form. In the agricultural sector this discrimination is largely operated through open wage discrimination.

Samuel Filon,²² (1985) in his article, describes that, there has been a growing interest in the degree to which human resource systems performance of an enterprise is often measured as a ratio of output to input. It is possible to define a variety of ratios, depending on whether measurements of variables are made in physical or financial terms and depending on which resource inputs are selected for performance evaluation. Also, several productivity ratios may be defined, and the network of relationships between them demonstrates how one productivity ratio can improve at the expense of another. The effect of productivity ratios on unit cost can then be explored and the effect of input factor prices (such as wage rates) ascertained.

Martin D. Hanlon²³ (1985) in his articles on Unions, Productivity, and the New Industrial Relations Strategic Considerations, attempts to improve productivity in unionized workplaces which are more likely to be successful if the union is formally involved. Union-management collaborative efforts, such as quality-of work-life (QWL) programs, can improve productivity by promoting greater flexibility in the deployment

²¹ Balaraman S.N., (1985), "Sex Discrimination in Farm Wages in Tamil Nadu", Indian Journal of Agricultural Economics, Vol. XL, No. 3, July- September, pp.277-278.

²² Samuel Filon, 1985, "A Framework for Profitability and Productivity -The Institute of Management Sciences", 0092-2102/85/1503/0031\$01.25 Accounting Productivity Interfaces 15:3 May-June, pp. 31-40.

²³ Martin D. Hanlon., 1985, "Unions, Productivity, and the New Industrial Relations: Strategic Considerations", The Institute of Management Sciences 0092-2102/85/1503/0041\$01.25 Productivity Labour? Unions Interfaces 15: 3, May-June, pp. 41-53.

of human resources and create a climate favorable to shop-floor innovation. Unions are being called upon to help raise the productivity of manufacturing and service industry in the United States.

Manfred Gartner²⁴ (1985) analyzes a simple model of industrial conflict and dynamics. In addition to its account of these endogenous variables, the model exhibits a potential to account for stagflationary episodes of the type experienced by large parts of the world economy in the 1970s. The analysis also contributes to a central but still unsettled question in business cycle theory (and empirics) namely, whether real-wage movements respond systematically to fluctuations in employment and output. With some success the model is applied to the economy of West German.

Harry C, et.al²⁵ (1985) assess the relationships among characteristics of industrial relations systems, efforts to improve the quality of working life, and selected measures of organizational effectiveness in 25 manufacturing plants belonging to one company. On the basis of both research from organizational behavior and industrial relations, the paper offers the proposition that industrial relations systems affect organizational effectiveness through two channels. The empirical results show (1) strong evidence of an association between measures of the performance of industrial relations systems and economic performance, and (2) evidence that efforts to improve quality of working life have little impact on economic performance.

²⁴ Manfred Gartner, 1985, 'Stricks and the Real wage-Employment Nexus: A Hicksian analysis of industrial disputes and pays', Journal of Labour Research, Vol. VI, No. 3, Summer, pp.23-35.

²⁵ Harry C. Katz Thomas A. Kochan Mark R. Weber, 1985, "Assessing the effects of industrial relations systems and efforts to improve the quality of working life on organizational effectiveness", Academy of Management Journal, Vol. 28, No. 3, pp. 509-526.

Dutta Shaktipad²⁶ (1986) made a study on labour productivity, wages and profits in the coal mining industry of Bihar. The study concluded that labour productivity in the coal mines of Bihar was low compared to western countries.

Richard C, et.al²⁷ (1987) in their article, based on a broad sample of 636 government respondents, propounded three possible models for the dimensionality of the WOS which were compared using confirmatory factor analysis, and variants on the scoring system were evaluated using a Rasch model. The six-factor solution of Cross was confirmed as the most appropriate one (with correlated factors) but it was found that the scoring system could be improved by considering 'not-sure' responses differently for different subscales.

Singh A.P and Patiraj Kumari,²⁸ (1988) in their study held that the individual needs Strength, motivation and job involvement in relation to job satisfaction, productivity and absenteeism. One can postulate the notion that productivity is a consequence of the total effects of various individual and situational variables. Since the development of industry and technology, different terms like need of strength, work motivation, job involvement, job satisfaction, performance and absenteeism have been the relevant topics of research. These variables seem have to been receiving considerable amount of theoretical as well as empirical attention of the researchers in recent years.

²⁶ Shaktipad Dutta, 1986, "A Study of Labour Productivity, Wages and Profits in the Coal Mining Industry of Bihar", Diss. Published. Bhagalpur University, Bhagalpur, p. 75.

²⁷ Richard C. Bell, John R. Weaver, 1987, "The dimensionality and scaling of job satisfaction: An internal validation of the Worker Opinion Survey", Journal of Occupational Psychology, 60, Printed in Great Britain © The British Psychological Society, pp.147-155.

²⁸ Singh, A.P. & Patiraj Kumari, 1988, "A Study of Individual Need Strength, Motivation and Job Involvement in Relation to Job Satisfaction, Productivity and Absenteeism" Indian Journal of Industrial Relation, Vol. 23, No. 4, April, pp. 409-422.

William Brown and Peter Nolan,²⁹ (1988) in their article -Wages and Labour productivity: seek to make the British industrial relations literature on wages to be more accessible to economists by placing it in its broader theoretical context. This is not a straightforward task. Contemporary economic theorists tend to explain the wages of labour in similar terms to the prices of commodities, with the individual as the basic unit of analysis and with market processes as the determinants of relative wages. Industrial relations writers, by contrast, have been more interested in the political and managerial processes, notably collective bargaining, that are involved in wage determination.

Chand K.V.K.³⁰ (1988) in a comprehensive study on industrial relations in public sector in Andhra Pradesh intended to measure the existing problems of industrial relations in terms of certain indices such as the number of strikes, number of man days lost, number of workers involved, etc., Apart from this, his study examined the working of the machinery for settlement of disputes, and has suggested certain measures for the improvement of the system.

Rao C.V.S.³¹ (1989) in his article, “Productivity, Technology and Industrial relations in Textile Industry” presents the following: it is in the fitness of things deliberate on the interplay between the productivity of machines and industrial relations, since the Indian economy is at its take – off stage today.

²⁹ William Brown and Peter Nolan, 1988, “Wages and Labour productivity: The Contribution of Industrial Relations Research to the Understanding of Pay Determination” -British Journal of Industrial Relations 26:3 Nov., p. 209.

³⁰ Chand K.V.K., 1988, “A Study on Industrial Relations in the Public Sector Concerns in Andhra Pradesh”, Diss. published, Gujarat University, Ahmedabad, P. 86.

³¹ Rao C.V.S., 1989, “Productivity, Technology and Industrial Relations in Textile Industry”, Indian Journal of Industrial Relation, Vol. 25, No. 2, Oct., pp. 144 – 156.

Ghosi A.N.³² (1989) in his article analyzes the theoretical and empirical literature relating to collective bargaining in public and private sector in Nigeria. In the Nigerian context, collective bargaining is a form of direct intervention. The Government has directly appointed a wage commission in the determination of wages and salaries for public sector respondents. The analysis highlights that the commission's wage awards, restricted to public sector, usually resulting in higher incidence of trade disputes and strikes in all sectors of Nigerian economy. Consequently, the commissions served to weaken the collective bargaining system in Nigeria.

Rao T.V and Nair M.R.R.³³ (1990) "Excellence through Human Resource Development" an edited compendium, focuses on chief executive's views and experiences of HRD. It also deals with the HRD philosophy, importance, macro-level issues, expectations of like managers and workers from HRD, role of HRD managers, dimensions of developing HRD facilitators and programmes.

Yeung and Ulrich³⁴ (1990) found that human resource practices were not varied by strategy, but that alignment of human resource and strategy have an impact on business performance and the survey results further showed that under environmental conditions of high change, executive attention to human resource practices had a large impact on business results.

³² Ghosi A.N., 1989, "Collective Bargaining in Nigeria", Indian Journal of Industrial Relation, Vol. 25, No.2, Oct., pp.157-162.

³³ M.R.R.Nair and T.V. Rao– Excellence through HRD, Tata McGraw Hill Publishing Company New Delhi, 1990.

³⁴ Yeung.A & Ulrich, D., (1990), "Effective human resource practices competitive advantage: An empirical assessment of organizations in transition. In Niehaus R.J & Price K.F (Eds.) Human resource strategies for organizations in transition, New York. Plenum pp 311-326.

Sharma³⁵ (1990) conducted a survey on the living conditions of workers in Jharia coal fields by taking a sample of workers, both underground and of open cast mines. His study covered aspects such as safety, wages, welfare measures and trade union organization. He found that by and large living conditions of coal workers were not satisfactory.

Joseph³⁶ (1990), in his Ph.D. thesis titled “A Study on Industrial Relations in India” observed that works committee can be formed and suggestion scheme should be introduced. Trade union leaders should co-operate among themselves. Canteen committee should be reviewed. Production committee can be formed. The management can hold joint meetings with the staff and union officials in resolving various issues. Some financial incentives can be given to the outstanding workers who show loyalty, sincerity and regularity in their work.

Alexander M.³⁷ (1990) carried out a study on “Industrial Relations in Rubber Industry” and has observed that industrial relations are achieved by avoiding or preventing industrial disputes. The employer should provide various facilities to the respondents. The worker’s union should recognize that political party should not interfere in the industrial relations matter.

Rao T.V³⁸ (1991) “Readings in Human Resources Development” an edited compendium, starts with a conceptual framework on development and integrated HRD and ends with an account of the research in HRD. It also focuses on HRD instruments

³⁵ Sharma G.R., 1990, “Living Conditions of Colliery Workers in Jharia Coal Field”, Diss. Published., Ranchi University, Ranchi, p.91.

³⁶ Joseph, 1990, “A Study on Industrial Relations in India”, Diss. published, Bharathiyar University, Coimbatore, p. 95.

³⁷ Alexander, 1990, “Industrial Relations in Rubber Industry”, Diss. published, Madurai Kamaraj University, Madurai, p. 105.

³⁸ Rao. T.V. – Reading in Human Resources Development – Oxford and IBH Publishing Co.Pvt. Ltd., New Delhi – 1991.

like performance appraisal, potential appraisal, counseling, training and rewards and implementation of the same in different organizations. It also deals with HRD in government systems, primarily the educational system”.

Gani A³⁹ (1991) in his article ‘Personnel Challenges by 2000 A.D’. has stated that the effective and efficient management of human resources plays a key role in increasing productivity and establishing a strong and progressive economic base. The year 2000 will present interplay of various economic, social, cultural, legal and technical challenges which would require not only technical challenges but also considerable changes in the attitude, working system, strategy and human relations. To be a world leader in 2000 A.D., in his opinion, India should think of HRM and take care of challenges which the 21st century will bring with it.

Autkar, et.al⁴⁰ (1992) examined the impact of the technological factors on the intensity of labour use and its intensities in the farm. The study showed that technological factors like intensity of cropping, proportion of area under hybrid varieties of crops and allocation of area under crops requiring higher male to female labour ratio exhibited a great influence on the intensity of female labour use and two-thirds of human labour work hours in agriculture is done by the female labour.

Rao M.G.⁴¹ (1993) throws light on the complexities of managing human beings in the present day organizations. The various aspects of HRM in relation to small scale units operating in industrial estates have been presented initially, and they are followed by theoretical presentation of HRD; different aspects of training, organizational

³⁹ Gani.A Personnel Challenges by 2000 A.D., Indian Management, January 1991, Vol.30, No.1, p. 31

⁴⁰ Autkar V.N., Vyawahare C.A., Kargirwar R.R. and Chimote A.N., (1992), “Impact of New Technology On the Intensity of Employment of Female Agricultural Labour”, Journal of Rural Development, Vol. 11(5), NIRD, Hyderabad, pp.537-544.

⁴¹ Rao M.G. Management of Human Assets – Discovery Publishing House, New Delhi – 1993, p.19.

development, employee participation, etc. the effects of training and employee development activities have been subjected to close examination. The study also attempts to find how the employee-related activities

Mark Harcourt J⁴² (1993) in his article ‘Three theoretical approaches to industrial relations: A reconciliation’ holds that industrial relations currently lack a grand theory that would provide accurate explanations and predications of industrial relations phenomena. Three theoretical approaches to industrial relations are reviewed to determine if any one or a combination of these might provide the basis for a grand theory. It is concluded that each has its own limitations, rendered insurmountable by paradigmatic assumptions that unduly narrow the scope of the industrial relations field.

Misra S.C.⁴³ (1993) in his Ph.D. thesis, “A Study on Industrial Relations in Kanpur Industry” states that the main cause of industrial disputes are changes in the basic rate of wage, deviation from the rules or order of government, misconduct, working condition, lay off grades and permanency.

Santwana Chaudhuri⁴⁴ (1993) in his article "Role of Human Resource Management for Effective Implementation of Memorandum of Understanding" has stated that the performance of the companies would be evaluated in terms of key human resource indicators like absenteeism, impact of training, motivation level, performance report or assessment sheet, rate of industrial disputes, labour turnover etc.,

⁴² Mark Harcourt J., 1993, “Three theoretical approaches to industrial relations: A reconciliation?” Indian Journal of Industrial Relation, Vol. 29, No. 2, Oct., pp. 220 - 227.

⁴³ Misra S.C., 1993, “A Study on Industrial Relations in Kanpur Industry”, Diss. published, Utkal University, Orissa, p. 1141.

⁴⁴ Santwana Chaudhuri in his article "Role of Human Resource Management for Effective Implementation of Memorandum of Understanding", Personnel Today, December 1993, p. 22.

Ron Martin *et.al*⁴⁵ (1994) in their article argue that the significance and implications of decentralization in industrial relations, and the scope and nature of union response, cannot be fully comprehended without explicit attention to the different local contexts in which these processes are taking place. More specifically, they argue that because the 'institutional spaces' of industrial relations are geographically structured, specially embedded and shaped by the local strategic resources available to unions and employers, the decentralization of industrial relations is likely to be much more complex and uneven than its protagonists acknowledge.

Arthur J.B⁴⁶ (1994) in his research study identified two types of human resource systems viz., 'control' and 'commitment' systems and tested the strategic human resource proposition that specific combination of policies and practices were useful in predicting differences in performance and turnover across "Steel Minimills". He demonstrated that the Mills with Commitment systems had higher productivity and lower scrape rate, than those with control system. In addition he found that human resources system moderated the relationship between turnover and manufacturing performance.

Virmani.V.R.⁴⁷ (1995) in his article entitled "Redefining Industrial Relations" has found out that the Indian industrial system has all along been adversarial with collective bargaining approach being its main stay. Over the past few years, a relationship based on collective bargaining and principles of participation has emerged. A discussion of the major findings of an in-depth study of eight organizations where

⁴⁵Ron Martin, Peter Sunley, Jane Wills, 1994, "The decentralization of industrial relations? New institutional spaces and the role of local context in British engineering", University of Wales, Cardiff, September, Revised Manuscript Received, 11th April, p. 2104.

⁴⁶ Arthur J.B. (1994): "Effects of human Resource Systems on manufacturing performance and turnover" Academy of Management Journal Vol. 37 No. 3. Pp.670 -687

⁴⁷ Virmani V.R. "redefining industrial relations" Indian Journal of Industrial Relations, Vol.31 no.2 1995 pp.53-77.

both practices were present lends support to the author's contention that collective bargaining and participation need different attitudes and hence cannot co-exist. In any new model of industrial relation the adversarial approach and collective bargaining must give way to participative structure and the development of the institution.

Mac Duffie⁴⁸ (1995) derived specific configurations or bundles of human resource practices to enhance productivity. A comprehensive study of Huselid" (1995) found that each standard deviation increase in high performance work practices equaled a 16 Per Cent increase in productivity measured by log of Sales per employee.

Jai et.al⁴⁹ (1995) in their article entitled "Employees Satisfaction and its Organizational Predictors" have found out that employee's satisfaction means employee's contentment with their organization and job, happiness, expectancy to fulfill their most salient needs, and unproblematic properties of their work. They have stated that work climate and human relations contribute directly to organizational satisfaction in the case of managers. In the case of workers; the nature of work and the service conditions were the strong predictors which affected organization satisfaction directly by rendering their work more satisfying.

Diwan⁵⁰ (1995) in his study clearly established that women employed as wage labour of domestic servants were generally paid lower wages the male labour.

⁴⁸ Mac. Duffie J.P (1995): "Human resource bundles and manufacturing performance: organizational logic and flexible production systems in the world auto industry." *Industrial and Labour Relation Review* 48: 197-221.

⁴⁹ Jai B.P.Sinha and Sarita Singh "Employees satisfaction and its organizational predictors" *Indian Journal of Industrial Relations*, Vol. 31, No. 2, Oct. 1995, pp. 135- 152.

⁵⁰ Diwan, Ritu, (1995), "Gender in Neoclassical Economics: Conceptual Overview, Economic and Political weekly, Vol. XXX, No. 17, April 29.

Pawan.S Budhwar⁵¹ (1996) attempted to study the human resource management practices in six different manufacturing industry in Britain. The primary data were collected from employees. The questionnaire consists of 13 sections which emphasize issues such as the structure of the human resource departments, role of human resource, recruitment and selection, pay and benefits, training and development, performance appraisal, employee relations, human resource management strategy, influence of competitive pressures, institutional factors, business sector and national culture on human resource management and organizational details.

Youndt *et.al*⁵² (1996) examined two alternative views of Universal and Contingency concepts of human resource practices and organisational performance relationship in manufacturing settings. The results suggested, a contingency approach to human resource management, that, the human resource system focused and the Human capital enhancement was directly related to multiple dimensions of operational performance i.e. Employee productivity and machine efficiency.

Jeemol Unni⁵³ (1997) discussed the trends in the employment and wage-earnings status of women and men in rural labour households. It was observed that both male and female was increasing in the rural labour market. The nature of the employment undertaken by the women and men in these households was also undergoing a change. The proportion of wage earners in these household was declining. In the labour households the total number of days of employment in the year per worker increased over time, the percentage of wage employed days declined. The

⁵¹ Pawan.S, Budhwar, Human Resource Management in Britain: An Exploratory Study of six Manufacturing Industry, Personnel Today, April-June, 1996, pp.5-8.

⁵² Youndt. M.A. Snell A.S. Dean WJ. Jr. and Lepak P.D (1996) : "Human Resource Management manufacturing strategy and firm performance. Academy of management Journal 39, 836-866.

⁵³ Jeemol Unni (1997), "Women Workers in Agriculture: Some Recent Trends", The Indian Journal of Labour Economics, Vol. 40, No. 3, January - March, pp. 453-470.

percentage of wage employed days of women increased, and that of man declined. The stagnating real wages in the agricultural sector are relatively unfavorable to the condition of women workers in agriculture and increase in the proportion of women workers in the primary sector, reversing the earlier trend, indicates that the option of diversification to non-agricultural employment is increasingly limited for women.

Parmar⁵⁴, (1997) in his study clearly established that women employed as wage labour of domestic servants were generally paid lower wages the male labour.

Rama J et.al⁵⁵ (1997) in their article entitled “Determinants of Managerial Job Satisfaction in a Private Organization”, have studied the role of the job and organization-related factors in the job satisfaction of managerial employees. One hundred twenty four managers drawn from various departments and levels in a private sector organization participated in the study. The findings indicated that all the 15 jobs and organization related variables are positively and significantly related to managerial job satisfaction. Further statistical techniques suggest that only two variables, i.e. job content and training are the best predictors of job satisfaction.

Scott et.al⁵⁶ (1997) have defined Human Resources Management as that branch of management that is responsible on a staff basis for concentrating on these aspects of relationship of management to employees and effective development of the individual and the group. The objective is to attain maximum individual development, desirable

⁵⁴ Parmar B.D., (1997), “Rural Labour Market: an Empirical Study of Farm Wages in Savrashtra Region”, Indian Journal of Industrial Relations, Vol. 23, No.2.

⁵⁵ Rama Joshi J and R. Baldev Sharma, “ Determinants of Managerial job satisfaction in a private organization” Indian Journal of Industrial Relations, Vol. 33. No.1, July 1997, pp.52-55.

⁵⁶ Scott. W. G, R.C. Clotheir and W.K. Spiegel, “Personal Management Principles Practices and Point of View” PP 11 quoted by C. Gupta 1997, “Human Resource Management”, Himalaya Publishing House, New Delhi, pp.15.

working relationship between employers and employees and effective molding of human resources or contrasted with physical resources.

Ruskin. R.⁵⁷ (1998) in his study “Economy of Match and Firework Industry in Tamil Nadu” has recognized many problems of Match and Fireworks, which include the problem of the prevailing dowry system, huge debts of workers and the like. He has also pointed out that the celebration of festivals is the main reason for borrowing more money from others with the result that the workers are put to untold sufferings. The workers are facing financial problems.

Haque⁵⁸ (1998) analyzed the regional trends, patterns and determination of wages of agricultural labour in India and the relationship between wage rates and rural poverty in various NSS regions. It was observed that in the wake of economic liberalization, there is a declining trend in real wages in many states. In every state, there are some districts where the wage rates are much lower than the state average wage rates and these districts include high productivity as well as low productivity areas. An improvement in real wage rate is a necessary if not a sufficient condition for enabling the agricultural labour households to cross poverty lines. Wage discrimination against women labour exists in many places even for similar type of work being performed by men and women. The adult-child wage ratio is very high in most parts of the country.

⁵⁷ Ruskin, R. 1998 “Economy of Match and Fireworks Industry in Tamil Nadu”, unpublished Doctoral Dissertation, Agra University, Agra.

⁵⁸ Haque T., (1998), “Regional Trends, Patterns and Determinants of Agricultural Wages in India”, The Indian Journal of Labour Economics, Vol. 41, No. 4, Oct-December, pp. 845-860.

Vinayshil Gautam⁵⁹ (1998) in his article entitled “Managing Real World Results: Productivity-HRM Nexus” has studied the key issues involved in managing for real world results. He has concluded that while looking at the human factors in productivity, it should be important to remind oneself that there are significant processes and structural issues that contribute to aggravating or alleviating the situation.

Verma,⁶⁰ (1998) in his doctoral thesis entitled’ “A Study on Industrial Relations with reference to Lakshmi Machine Works Ltd.” has highlighted the satisfaction of workers. The results of the study reveal that 36 percent of the workers are satisfied with the working conditions. Work load is considered adequate by a majority of workers. Majority of the workers are satisfied with the working of trade unions and felt the importance of collective bargaining in solving industrial disputes.

Sinha. N.N⁶¹ (1998) made a study relating to the working of trade unions in coal mines of Bihar. According to this study, most of the small and independent trade unions of coal industry of Bihar are not affiliated to any National Level Union. The study had also pointed out that there was inter-union rivalry which caused violence and disorder in the coal fields.

Gani A and Farooq Shah A⁶² (1998) in their article entitled “Relationship between Perceived Organizational Climate and Job Stress: An Exploratory Investigation” have studied working people, function, organizational climate in

⁵⁹ Vinayshil Gautam “Managing Real world results: Productivity-HRM Nexus” Management and change, Vol.2, No.2, July – Dec. 1998, pp. 343-354.

⁶⁰ Verma, 1998, “A Study of Industrial Relations with Reference to Lakshmi Machine Works Limited”, Diss. unpublished, Bharathiyar University, Coimbatore, p.87.

⁶¹ Sinha N.N., 1998, “The History and Working of Trade Unions in the Coal Mining Industry of Bihar”, Diss. unpublished, Patna University, Patna, p. 127.

⁶² Gani.A and Farooq Shah.A “Relationship between Perceived organizational climate and job stress: An Exploratory Investigation” Management and change, Vol, 2,No. 2, July-Dec.1998, pp. 327-342.

Banking Industry in Kashmir. They seek to examine the nature of relationship between organizational climate and stress at work. The study has revealed not only that there was an overall negative relationship between perceived organizational climate and level of job stresses but also that each dimension of organizational climate was inversely correlated with each dimension of job stress. Certain organizational measures have been suggested to reduce job stress and increase, job involvement, and overall organizational efficiency.

Chris Grover⁶³ (2000) in his paper locates the new labour welfare reform agenda in the work first shift of recent social policy. In this context it explores the aim of new labour's welfare reform programme to reconstitute the reserve army of labour so that it is able to fulfill its role in managing economic stability more beneficial to dependent groups to compete for paid employment.

Minocha.O.P⁶⁴ (2000) in his article has given the foregoing analysis endeavors to demonstrate that the 'low' and 'high' morale is related respectively to favourable and unfavorable attitude of the respondents towards job contents -supervisors, recruitment, selection and placement after training, promotion policy and procedure, remuneration, socio-physical working environments and the public image of the economy.

Subbiah,⁶⁵ (2000) "A Match Production: A Safe Bet", this article examines the development of the match industry and the problems of cottage match manufacturers. Safety matches are century old in India. It was in 1884 that Amrit match factory at Bilapur and Gujarat match factory at Ahmadabad were set up with the technical

⁶³Chris Grover, 2000, "Labour vs. Welfare Reform and the Reserve Army of Labour", Peck and Theodore, p. 729.

⁶⁴ Minocha O.P., 2000, "Morale in a Public Undertakings: An Analysis of Factors Affective the Morale", Indian Journal of Political Science, Vol.10, p.24.

⁶⁵ Subbiah, 2000, "A. Match Production: A Safe Bet" Research article, ANJA College, Sivakasi

assistance from Sweden. Around 1910, a few families that were trained in match production came to Calcutta from Japan and imparted necessary skills to the local people in the manufacture of matches on a small scale using simple and hand-operated machines. In 1922, the government of India decided to levy a revenue duty on import of matches. The Indian manufacturers took advantage of this accidental protection and match production in India grew up by leaps and bounds. The 1922-26 period was significant for the growth of the match industry. Esavi match manufacturing company, at Calcutta, and Mahalakshmi match factory, at Lahore, were established in that period. Swedish match manufacturers started factories at Ambernath, Bombay and Calcutta. Later, they handed over the management to Western Manufacturing Company Limited, with 50 per cent-subscribed Indian capital. Five large-scale match factories were promoted by Western India Match Company Limited (WIMCO) at Ambernath near Bombay in 1924, in Calcutta in 1924, in Madras in 1924, at Dhubri in Assam in 1946 and at Bareilly in Uttra Pradesh in 1930. In the scenario of coexistence of mechanised and non-mechanised sectors of the match industry, the government took various measures to protect the non-mechanised sectors. At present, India has become self-sufficient in respect of matches and also exports matches to other countries. In 1920s a number of small and semi-automatic units were established in south India. Of them, the small-scale, non-mechanised match units were mainly concentrated in Tamil Nadu state. In Tamil Nadu, Sivakasi in Virudhunagar district is the birthplace of the match industry. Out of the total production of the non-mechanised sector in India, a lion's share of 60 per cent is produced in Virudhunagar district.

Martin Patrick⁶⁶ (2000) in his study on, “Laborer Market and Household Behaviour: A Case of Unorganized Sales women”, explains that women constitute only a quarter of the total laborer force in India though they form nearly half of the Indian population. The total workforce in the country is 314 million, of which 224 million are men, and 90 million are women. Working women constitute only 17 per cent of the women folk in India. The percentage of female workers in the total working force is 31.5 and the percentage varies from state to state and from community to community. For instance the percentage of female workers ranges from 9.43 in West Bengal to 43.99 in Madhya Pradesh. In addition to the low work participation rate, women are largely concentrated in the unorganised sector. More than 90 per cent of the female working force is concentrated in the unorganized sector. They are concentrated in this sector due to the biased social value, less skills required for the job, ease of entry, traditional role assigned to them, technological advancements in the organized sector etc. The women laborer in Kerala is no exception to this, though women in the state enjoy a high status compared to their counterparts in other states. In this context, it is necessary to have an overview of women employment in Kerala.

Juan⁶⁷ (2001) has pointed towards the need to provide essential social security to the work force in the unorganised sector as it has become urgent in the context of the consequences of economic reforms. There is a need for a new algebra of efficiency and productivity, which views social policy not as a cost but as a sound reason: which can quantify, for example, the economic benefits of good industrial relations, social security and safety measures at work. Basically his emphasis is on the need to develop the

⁶⁶ Martin Patrick, “Labour Market And Household Behaviour: A Case of Unorganized Saleswomen, Centre For Socio-Economic and Environmental Studies, 2000, pp. 1-24.

⁶⁷ Juan, Somavia (2001), Report on Reducing the Decent Work Deficit: A Global Challenge presented at the ILO Conference, 2001.

concept of “Social Efficiency” or in other words, on Marginalized Economic units and workers who are characterized by decent work deficits: laborer standard deficits, worker productivity deficits, job quality deficits, social protection deficits and organisational cum-representational deficits.

Unni *et.al*⁶⁸ (2001) presented a broad definition of social protection to include basic securities, such as income, food, health, shelter and economic securities including income generating productive work. A conceptual framework was developed to analyse the causes of insecurities of informal workers, identify the core needs of social protection, develop instruments and visualise the institutional mechanism to address these needs. Using evidence from a micro survey of household, they stressed that the insecurities of informal workers arise not only from random shocks but also from the structural features of the household and their nature of work. They further discussed the institutional mechanisms for delivering social protection and underlined the need for innovative methods involving the government, private sector, NGOs, and civil society.

Sobha⁶⁹ (2001) pointed out that mainly rural women depending on agriculture, women are belonged to backward classes and their economic position is not good. Caste plays a dominant role to provide employment of women as agricultural labour belonged to lower caste and the upper caste women supervise the work in own farming to other women engaged as wage labour. Socio-economic conditions play a dominant role on women.

⁶⁸ Unni, Jeemol and Uma Rani (2001), Social Protection for Informal Workers, *The Indian Journal of Labour Economics*, Vol. 44, No. 4.

⁶⁹ Sobha I., (2001), “Women in Agriculture”, *Yojana*, Vol. 45, July, pp. 40-43.

Srivastava D.K⁷⁰ (2001) in his paper concerns the reaction of Indian trade unions to the emerging situation. The paper is based upon interviews with representatives of four Central Trade Union Organizations (CTUOs) i.e. BMS, CITU, HMS and AITUC located in New Delhi during December 1997 to January 1998.

Dwivedi R.S⁷¹ (2001) in his article has outlined some recent research findings and experiences and guidelines for developing a culture of high performance and more specifically, an attempt has been made to describe the concept of organizational culture and climate and approaches for the development of high performance culture, model HR practices for producing a culture of high performance, determinates and approaches relevant in Indian conditions for developing a high performance culture, and some experiences of high performance culture building activities in Indian organizations.

Srivastava⁷² (2001) in his article observes that the world-wide, competitive market economy of today has completely changed the scene of industrial relations. A change in the IR Act is urgent which will help managements, workers and unions who deal with each other like partners and not as opponents. Today, management experts call it rather 'mutual consultation', which encompasses other developmental issues along with wages and incentives.³²

Asokan⁷³ (2001) in his article has "A Study on Human Resources Management and Industrial Relations in Bharat Heavy Electricals Limited., Tiruchirapalli" is of the

⁷⁰ Srivastava D.K., 2001, "Trade Union Situation in India: Views of Central Trade Union Organizations (CTUOs)", Indian Journal of Industrial Relation. Vol. 36, No. 4, April, pp. 463-464.

⁷¹ Dwivedi R.S., 2001, "Developing a Culture of High Performance: Some Research Findings and Experiences", Indian Journal of Industrial Relation. Vol. 37, No. 1, July, pp. 31 – 57.

⁷² Srivastava KBL, 2001, "Changing Power Dynamics in the Emerging Industrial Relations Scenario", Management & Labour studies Vol. 26, No.4, Oct, pp. 219 -227.

⁷³ Asokan, R., 2001, "A study on Human Resources Management and Industrial Relations in Bharat Heavy Electicals Limited, Diss. unpublished. Tiruchirapalli, Sep., p.79.

opinion that industrial development needs those proper industrial relations which will develop human potentiality.

Maruthamuthu K.⁷⁴ (2002) in his “Study of Labour-management relations in Perambalur Sugar Mills Ltd., Eraiyur, Perambalur District” has observed that the overall impression is that an atmosphere of satisfaction prevails on campus, but there is scope for improvements in certain areas like recreation facilities, and bonus. With implementation of innovative schemes and improvements, better labour-management relationship may be established and maintained in future.

Mary Ann Von Glinonlg *et.al*⁷⁵ (2002) attempted to identify the HRM practices, which are universally embraced in a ten- country/region sample. Their study revealed anomalies and counter institutive findings, and through 'gap analysis', they discovered several universally embraced best practices'.

Azuma, Y. and Grossman⁷⁶(2002) showed that a lot of tax burden and red tapism in the working of the bueareucratic set up discourages the formal sector. On the other hand, these are not always according to the endowment of the producers because of ignorance and inaptitude of the state. Resultantly the producers find it convenient and suitable to work in the informal sector. Thus, informal sector would be bigger in size if the state tries to maximize its revenue compared to the hypothetical situation when the state is benevolent and doles out huge subsidies.

⁷⁴ Maruthamuthu K. A study of Labour-management relations in Perambalur sugar mills Ltd., Eraiyur, Perambalur District, 2002.

⁷⁵ Mary Aun Van Gilnow, Elpen A.Drost, and mary B.Teagarden (2002), "Best practice in International human resource management (a special issue): converging on / HRM best practices, lessons learned from: a globally distributed consortium on theory and practice", Human resource Management 4 No. 1, spring P 123- 140.

⁷⁶ Azuma, Y. and H. I. Grossman (2002), A Theory of the Informal Sector, Brown University Department of Economics, Working Paper No. 02-07.

Chadha, G.K. and Sahu, P.⁷⁷(2002) using the data from the NSSO/NAS, reported a marginal decline in the growth of manufacturing sector employment from 2.2 per cent in 1983-1994 to 1.8 per cent in 1994-2000. This was accompanied by an increase in the growth of fixed capital from 5.7 per cent in 1983-1994 to 7.3 per cent in 1994- 2000. There was also a corresponding growth in value added from 6.1 per cent in 1983-1994 to 7.4 per cent in 1994-2000. The trends convey that the growth in the latter half of 1990s was marked for capital infusion.

Devet.al⁷⁸ (2002) have overviewed the growth-led and support-led social security arrangement for the unorganized sector in India. For the support led programmer, the emphasis is laid on the preventive and protective schemes for the unorganized sector. It has tried to cover the areas like the issues in social security for unorganised sector, helpfulness of the growth promoting policies to the unorganized workers, support-led social security arrangements for the unorganised sector at the national and state level and strengthening the effectiveness of the existing programmes. In the context of marketisation, there is a major section of society which does not have the resources to enter the market operation and thus the government and those who are already in the market have the responsibility in providing social security to the unorganised sector. The need for public-private partnership in providing social or economic security for unorganised workers is emphasized.

⁷⁷ Chadha, G. K. and Sahu, P. (2002), Post reform setbacks in rural employments: Issues that need further Security, *Economic and Political Weekly*, Vol. 37, No. 20.

⁷⁸ Dev, Mahendra S. and Jos Mooiji (2002), Social sector expenditure in 1990s: Analysis of Central and State Budgets, *Economic and Political Weekly*, Vol. 37, No. 9.

Unni and Rani⁷⁹ (2002) studied people's social security concerns at the household level. It was reported that nearly half the workers felt that the nature of their work had an adverse effect on their health. While this finding may be based on the perceptions of the individual workers, their poor working environment and low income status, along with a high proportion of chronic addiction and illness, leads to insecurity among the households working in the informal sector. The vulnerability of the poor informal workers increases when they have to pay fully on their own for their medical care with no subsidy or support. The study found that about 79 percent of the workers paid for the entire cost of medical care without any support. The precarious existence of these workers is quite evident. The workers not only suffered a loss of income due to sickness or ill health but also had to bear the entire cost burden of healthcare. Further, less than 5 per cent of the workers had some form of medical insurance. Even this was mainly because the sample consisted of some SEWA members, a trade union providing some medical insurance cover to its members.

Inder Jeet Dagar⁸⁰ (2003) observes that good industrial relations is a prerequisite for the economic development of a country. The good industrial relations give the external environment which will depend upon the internal environment, that too, upon the attitudes of employers and workers.

Eddy Lee⁸¹ (2003) argues that there is an important mutually reinforcing relationship between productivity and decent work and that strengthening this should be key policy objective. Conclusion has been drawn by discussing the implications of

⁷⁹ Unni and Rani (2002), *Insecurities of Informal Workers in Gujarat, India*, SES Paper No. 30, International Labour Organisation, Geneva.

⁸⁰ Inder Jeet Dagar, 2003, *Industrial Relations in Small – Scale Industry*, “A study of Internal Factors”, *The Indian Journal of Commerce*, Vol. 56, No. 1, January – March, pp. 68-78.

⁸¹ Eddy Lee, 2003, “Globalization, Productivity & Decent Work, Productivity”, Vol. 43, No. 4, January – March, pp. 513-523.

these policies to enhance the productivity augmenting benefits of globalization which, in turn, is central to achieving the objective of decent work for all.

Dinesh Kumar Srivastava⁸² (2003) in his case study of two organizations has reported various issues like resistance to change, intervention methods for changing attitude and behaviour. The objective of the assignment was to develop a work culture in the above organization by implementing Total Productive Maintenance, should have the following characteristics such as continuously developing knowledge and skills of the workmen, so that they take initiative in information sharing, developing knowledge workers, developing positive attitude.

Satyasundaram⁸³ (2003) in his paper titled “India’s Economy and Rural Women Workers”, discussed about the policies introduced by Government of India towards the women in agriculture and allied activities. Even though policies introduced towards women, they are lagging behind in employment opportunities because of lack of education, training and skills but when compared to men, women work load is heavy and they earn low income and there is discrimination towards women particularly in wages.

Jaivir Singh and Meenakshi⁸⁴ (2004) pointed out that changing the nature of women’s work in casual labour markets works as daily wage and piece wage rates in agriculture, leads to increase in working hours of both adult and child females, gender-based wage differences are there inspite of same work done by women along with men,

⁸² Dinesh Kumar Srivastava, 2003, “Changing Work Culture in Manufacturing”, Organizations the Journal of Business Perspective: Case Study, Vision January – June, pp. 145-155.

⁸³ Satya Sundaram, (2003), “India’s Economy and Rural Women Workers”, Social Welfare, August - September, pp. 67-70.

⁸⁴ Jaivir Singh and Meenakshi J.V., (2004), “Understanding the Feminisation of Agricultural Labour”, Indian Journal of Agricultural Economics, Vol. 59, No. 1, January-March, pp. 1-17.

males received high wage rates, it also deals with increased presence of women in the agricultural labour force.

Srivastavao S.K⁸⁵ (2004) in the article, ‘Impact of Labour Welfare on Employee Attitudes and Job satisfaction in Management & Labour Studies’, attempts to see the effect of welfare activities / facilities on job satisfaction and attitude of workers towards management amongst the workers of private and public sectors. If labourers / workers are satisfied, their attitudes are also pro and positive which plays a great role in the development of an organization.

Mamta Panda,⁸⁶ (2004) in his article, examines the relationship between the industrial relations environment and work culture in a private and a public sector organization belonging to the same industry. Industrial relations environment has been assessed in terms of: structural mechanisms for industrial relations management, trade unions collective bargaining, workers participation in management and union management relationship. Attempt has also been made to identify major industrial relations issues and organisational initiatives for improvement of the industrial relations environment.

Singh T.P and Ajay Batish,⁸⁷ (2004) attempted to improve productivity of workers performing highly repetitive tasks through various interventions. The study was conducted in an engine bearing manufacturing facility at hole-punching station. Motivating workers to improve productivity has been a major agenda for the

⁸⁵ Srivastavao, S.K 2004, Impact of Labour Welfare on Employee Attitudes and Job satisfaction Management & Labour Studies, Vol. 29, No. , February, pp.31 – 41.

⁸⁶ Mamta Panda, 2004, “Industrial Relations Environment and Work Culture in Public and Private Sector Organizations: A Case Study”, Indian Journal of Industrial Relation Vol.39, No. 4, April, pp. 465-475.

⁸⁷ Singh T.P. & Ajay Batish, 2004, “Improvement in Worker Productivity through Interventions in Repetitive Production Tasks”, Productivity, Vol. 45, No. 1, April – June, pp. 69 – 74.

management of this operation. Worker productivity was found to improve most as a result of participative target setting and the management providing continuous feedback of performance. It is concluded that good working conditions, providing a challenge and ongoing feedback can be advantageously applied to improve worker productivity in industry for respective tasks.

Hitesh J. Shukla⁸⁸ (2004) in his article observed that the Productivity is important for the growth and development of the corporate in this competitive world. Overall, the unit should try to introduce scientific control and management system for their material input, work and time study of the worker will motivate them to work smart, overall control should vest with the management.

Gi Choon Kang *et.al*⁸⁹ (2004) in their article they explain the economic and welfare programme factors that affect the well-being of low-income families and their labour supply decisions. The empirical finding indicates that higher wages increase labour and decrease welfare programme participation; an increase in non-labour income decreases both labour market and welfare participation.

Tapan R.Mohanty*et.al*⁹⁰ (2004) in their article brings out the issue of labour standards and the debate surrounding them. Thus, international labour standards have been considered to be within the domain of the International Labour Organization (ILO), an organization set up with the objective to oversee labour relations.

⁸⁸ Hitesh J. Shukla, 2004, "Productivity Management: A Study of Tata Chemicals Ltd. Management Trends", Vol. 1, No. 2, April -September, pp. 37 – 39.

⁸⁹ Gi Choon Kang, Sonya Kostova Huffman, Helen H. Jensen, 2004, "An empirical analysis of joint decisions on labour supply and welfare participation", Applied Economics Letters, November, pp. 869-872.

⁹⁰ Tapan R. Mohanty, Adil Hasan Khan and Gaurav Kamal, 2004, "Law, Labour and Legitimacy", The complexion of WTO, Vikalapa Vol. 29. No. 4, October -December, pp. 83 – 92.

Yasuhiro Sato⁹¹ (2004) in his article affirms that studies have suggested that there exists a job search and recruiting friction in urban areas. An analysis shows that frictional urban employment brings about inter sector wage differentials and that an economy almost always has distortion in the absence of government intervention. Tax and subsidy policies that remove the distortion are explored. Setting urban wages appropriately is also shown to attain the optimum. Finally, they explore the criterion to judge whether changing urban wages as a policy, such as the minimum wage law, enhancing social welfare.

Kishore Sharma⁹² (2004) in his article suggests that despite an increase in labour productivity, increased proportion of manufacturing value has not been passed on to workers, indicating that the poor have not benefited much from the reform process. The econometric evidence suggests higher productivity growth in those industry which are able to produce on a large scale, have higher production and semi-skilled workforce, but lower capital intensity and no public sector domination.

Pushpangadan, K. and N. Shanta⁹³ (2004) tried to analyse the growth of informal sector in India between 1993 and 2000. They concluded that the recent growth has occurred independent of efficiency gains and therefore its competitiveness is questionable, especially in reference to the impact of globalization.

⁹¹ Yasuhiro Sato, 2004, "Migration, Frictional Unemployment, and Welfare-Improving Labour Policies", *Journal of Regional Science*, Vol. 44, No. 4, pp. 773-793.

⁹² Kishore Sharma, 2004, "The Impact of Policy Reforms on Labour Productivity, Price Cost Margin and Total, Factor Productivity: The Nepalese Experience", *South ASIA Economic Journal* sage publication. New Delhi. Vol. 5, No. 1, pp. 55-67.

⁹³ Pushpangadan, K. and N. Shanta (2004), Growth and Efficiency of the Informal Sector in India: A Non-Parametric Analysis, *Labour and Development*, Vol. 10, No. 1.

Marjit et.al⁹⁴ (2005) examined whether the informalisation has been accompanied by an increase in real informal wage, capital investment and value added in manufacturing at the all India level. The study found out that as compared to the pre-reform period (1984-85 to 1989-90), the post-reform period (1989-1990 to 1999-2000) witnessed an increase in informal wage (in manufacturing) accompanied by a real increase in fixed assets (proxy for capital investment) and value added. These results hold good for most of the states and union territories. The study pointed out that in order to understand the impact of reforms on laborer market; one has to assess the working of the capital market as well.

Rajashekhar et.al⁹⁵ (2005) conducted study in Karnataka and used a participatory method to derive the perceived social security needs of unorganized sector workers. Among the workers surveyed, 92.3 percent felt that benefits towards old age, unemployment, death, sickness and employment injury were relevant for them. Women in the reproductive age groups also felt that maternity benefits were important. Each respondent was shown various pictures of these six types of needs and asked to assign priority to these needs. Workers in the informal sector were not homogenous and various segments among them had different priorities. Among the informal workers, agricultural laborer felt that old age was a major concern followed by unemployment. Among construction workers, unemployment followed by old age and employment injury was assigned priority. Among domestic workers, too, old age security was the major concern followed by unemployment and sickness. An interesting aspect of this study was that about 7.7 percent of the sample workers were unwilling to rank their

⁹⁴ Marjit, Sugata and Saibal Kar (2005), Pro-Market Reforms and Informal Ways- Theory and the Contemporary Indian Perspective, *Indian Macro Economics Annual 2004-05*, Centre for studies in Social Sciences, Kolkata.

⁹⁵ Rajashekhar, D., G. K. Karnath, S. Madheswarn and J. Y. Suchitra (2005), Design and Management of Social Security Benefits for Unorganised Workers in Karnataka, Institute of Social and Economic Change, Bangalore.

priorities for security. It was found that these included the highly vulnerable category of households for whom all these insecurities were obviously not important enough since their basic entitlement had not been met.

Supriya Roychowdhury⁹⁶, (2005) “Labourer Activism and Women in the Unorganised Sector Garment Export Industry in Bangalore”, Wages and working conditions in Bangalore’s rapidly expanding garments export sector, employing a large number of women, remain completely unregulated. Governments and mainstream trade unions have been largely indifferent to this sector. A number of NGOs and new trade unions have now stepped into this vacuum. Their framework of activism focuses on developmentalism of a certain kind – credit associations, slum or neighborhood development, internationalising the issue of workers’ rights - rather than on confrontational struggles over wages and working conditions. This genre of activism is based on a broad understanding of the informal sector, where a large number are self-employed, as one in which the employer-employee or capital-labourer relationship is opaque, if not absent. However, this understanding and activism may indeed be limited in a context where capital is internationalised and labourer is recast, into contractual, casualised, and in this case, feminised, workforce.

Kannappa R.⁹⁷ (2005) in his study ‘Personnel Management Practices in BHEL ancillary units, Tiruchirapalli’ has observed that the success of management practices lies in empowering employees in the organization. The employees should be trustworthy and should be ready to serve the organization best with all their potentials. Teamwork concept may be encouraged. If the modern human resource concepts are

⁹⁶Supriya Roychowdhury, “Labour Activism and Women in the Unorganised Sector Garment Export Industry in Bangalore”, *Economic and Political Weekly* May 28-June 4, 2005, pp.2250-2255.

⁹⁷ Kannappa R.A study of personnel management practices in BHEL ancillary units, Tiruchirapalli, 2005.

taken into account by the managements, personnel management practices will grow to excellence with full labour satisfaction.

Harish Kumar⁹⁸ (2005) observes that a satisfied employee is a valuable asset to the company and on the contrary a dissatisfied and demotivated respondent spoils the work environment. Organizations need to take care of their respondents' aptitude, skills, and ambitions, security etc. and based on that frame their employee performance management practices.

Krishna Moorthy N⁹⁹ (2005) in his article, presents the major findings of the study which are that both the number of disputes and the number of workers involved in the disputes have come down gradually in the post reforms period in Tamil Nadu. The study concludes that economic reforms have affected industrial relations in textile industry in Tamil Nadu as there is a declining tendency in industrial disputes.

Singh A.K *et.al*¹⁰⁰ (2005) perceive in their article that, the role of women both in the sharing of work and decision making process is necessary for the healthy growth of economy which has the following objectives: To examine the actual participation of farm women in decision making process in various operations of crop production and animal husbandry.

⁹⁸ Harish Kumar, 2005, "Employee performance Management: An Everlasting Subject of Discourse", Management Trends Vol. 2, No. 1, October -March, p. 59 -60.

⁹⁹ Krishna Moorthy N., 2005, Industrial Relations Scenario in Textile Industry in Tamil Nadu in Indian journal of industrial relation, Vol. 40, No. 4, April, pp. 470 – 481.

¹⁰⁰ Singh A.K, Banafar. K.N.S., Bhardwaj, J.L., 2005, "Participation of farm Women in Decision Making Process in Agricultural Operations – A Micro Level Study", Economic Panorama – April, Vol. 15, No. 1, New Delhi, pp. 56 -58.

Deepak K. Datta *et.al*¹⁰¹ (2005), in their study examines how industrial characteristics affect the relative importance and value of high-performance work systems. Findings indicate that the impact of these human resources systems on productivity is influenced by industry, capital intensity, growth, and differentiation.

Thelma Paris, *et.al*¹⁰² (2005) discussed about the labour out migration of rice farming households and the impact on women's work burden. Migration of males increased women's decision making capacity and their contribution to agriculture is high particularly rice farming and also the wages are low who work in another farms but at the same time they are left behind to face several problems in rice farming because their lack of access to modern seed technology impedes their work.

Purnamita Dasgupta and Bishwanath Goldar¹⁰³ (2006) studied that an inverse relationship between supply of labour and wage rate at low level of wage, especially for women in rural areas. The results showed that supply of female labour from below poverty line households in rural areas is inversely related to wage rate and the number of earning members in the family.

Hira Nand Singh¹⁰⁴ (2006) has highlighted that the Indian labour has been a victim of exploitation from the very beginning of the establishment of the large scale industry. The workers had to face the problems of low wages and longer hours of work. The places for them to reside were also miserably despicable. Working conditions were

¹⁰¹ Deepak K. Datta, James P. Guthrie, Patrick M. Wright, 2005, Human Resource Management and Labour Productivity: Does Industry Matter -Academy of Management Journal, Vol. 48, No. 1,

¹⁰² Thelma Paris, Abha Singh, Jyce Luis and Mahabub Hussain, (2005), "Labour out Migration, Livelihood of rice Farming House hold and Women Left Behind – A Case study in eastern Uttar Pradesh", Economic and Political Weekly, Vol. XL, No. 25, June, pp. 2522-2529.

¹⁰³ Purnamita Dasgupta and Biswanath Goldar, (2006), "Female Labour Supply in Rural India: An Econometric Analysis", The Indian Journal of Labour Economics, Vol. 49, No.2, pp. 293-310.

¹⁰⁴ Hira Nand Singh, 2006, Impact of ILO on Indian Labour Movement, Indian Economic Panorama in New Delhi, January, Vol. 15, No.4, pp. 60-61.

in no way favorable for their health. The workers had to toil relentlessly for pretty long hours of work for a handful of wages.

Stanley Siebert W, Nikolay Zubanov¹⁰⁵, (2006) Arnaud Chevalier, Tarja Viitanen, in their article, studied the impact of labour turnover on labour productivity using a panel dataset of 347 shops belonging to a large UK clothing retailer over 1995-1999. For the within-shop link-holding constant the shop's permanent characteristics -they observe an inverted U-shape effect of labour turnover on productivity.

Latasri¹⁰⁶ (2006) conducted a study on labour, welfare measures in M/s. Seshasayee Paper and Boards Ltd., Erode and in her studies she concludes that welfare measure is very important for all kinds of industry and also it increases the labour productivity.

Santosh Nandal¹⁰⁷, (2006) "Women workers in unorganized sector: A study on construction industry in Haryana", A vast majority of India's labourer force is in unorganized sector. In the absence of economic opportunities in their own states, many workers migrate across the other states of India to seek employment. Construction industry depends almost entirely on migrant workers, majority of which are women. The main object of this paper is to shed light on the socio-economic problems being faced by a section of the women workers in construction industry. These women workers have a very tough life. In spite of being actively involved in economic

¹⁰⁵ Stanley Siebert.W, Nikolay Zubanov, Arnaud Chevalier, Tarja Viitanen, 2006, Labour Turnover and Labour Productivity in a Retail Organization – Discussion, September, IZA Discussion Paper No. 2322, September, p. 2322.

¹⁰⁶ Latasri O.T.V, 2006, A Study of Labour Welfare measures in M/s. Seshasayee Paper and Boards Ltd., Erode – Thesis submitted to Bhartias -Mumbai -Sep. (R) 380/P-6.

¹⁰⁷ Santosh Nandal, "Women workers in unorganized sector: A study on construction industry in Haryana", International Journal of Development Issues, Vol. 5, Issue: 2, 2006, pp.119 – 132.

activities for survival, bearing and rearing of children remain their prime responsibility, and thus they end up with playing roles in both production and reproduction.

Henley *et.al*¹⁰⁸ (2006) discusses in detail the various definitions of informal sector and its appropriateness (aptness). They are of the opinion that the most common feature of the informality is absence of social security.

Kannan *et.al*¹⁰⁹ (2006) overviewed a comprehensive social security scheme for the unorganized sector which had been proposed for the first time in India. The proposal by the National Commission for Enterprises in the Unorganized Sector (NCEUS) sought to develop a healthy workforce that in turn would have a positive impact on national income and economic growth. The scheme was aimed to cover sickness, maternity, old age and death and proposed a participatory system with some contribution from the workers.

Mitra¹¹⁰ (2006) focused on the reasons of low wages prevailing in the informal sector. He argued for state support for improving the quality of employment in this sector, which provides sources of livelihood to a sizeable proportion of the work force. One important consideration was to raise the wage levels in the informal sector by improving the productivity. Skill formation and up-gradation, micro-credit and marketing assistance were some of the ways of enhancing productivity. Other than this, the role of information dissemination was important for improving the wages within the informal sector. Interventions, which were compatible with the individual initiatives,

¹⁰⁸ Henley, A., G. R. Arabsheibani and Carneiro F. G. (2006), On Defining and measuring the Informal Sector, World Bank Policy Research Working Paper Number 3866, World Bank.

¹⁰⁹ Kannan, K. P. and Srivastava, Ravi (2006), Social Security for Unorganised Sector: A Major National Initiative, *Economic and Political Weekly*, Vol. 41, No. 30.

¹¹⁰ Mitra, (2006), Wages and Employment: Issues and Facts, keynote paper, *The Indian Journal of Labour Economics*, Vol. 49, No. 4.

could improve the living standards of the workers in the informal sector without affecting adversely its potential to absorb laborer on a large scale.

Prakash *et.al*¹¹¹ (2006) analyzed the data from the four NSSO Surveys and examined the structural change and productivity trends in the unorganized manufacturing sector during the period 1985-2001. He noted that in the period after mid-nineties (i.e. 1995-2001), employment in unorganized manufacturing sector has grown faster than in the decade before (i.e. 1985-1995). Further, by rural-urban distinction of units, urban units had registered higher growth in employment than that of the rural units. This had contributed to a relative higher growth of laborer productivity for rural units.

Sakthivel *et.al*¹¹² (2006) analyzed that the coverage of social security schemes had been largely against economically and socially vulnerable sections while regular workers were largely covered by the provident fund regime. The ever increasing army of casual and contract workers, even in the organised sector appeared too had been discriminated against, not to speak of the entire self-employed, which accounted for a significant proportion of India's workforce. Although the statutory provisions of provident fund were supposed to be applicable universally among industry specified in schedule I, the evidence clearly pointed to a dismal state of affairs. So there was a crying need to enforce the same in the industry covered apart from revising the list of industry continuously.

¹¹¹Prakash, B.S and Mehar, Surendra (2006), Employment and Productivity Trends in the Unorganised Manufacturing Sector, 1985-2001, *Manpower Journal*, Vol.

¹¹² Sakthivel, S. and Joddar, Pinaki (2006), Unorganised Sector Workforce in India: Trends, Patterns and Social Security Coverage, *Economic and Political Weekly*, Vol. 41, No.23.

Harris-White *et.al*¹¹³ (2007) noted that in the context of India, it is important to realise that the informal sector can be far more dynamic than the organised sector, provided, they have the right opportunities to flourish. They were of the view that contrary to the general wisdom, the informal sector is not synonymous with an entity that necessarily stagnates in a low level equilibrium trap. Infact, both informal manufacturing units and self-employed units accumulate fixed assets, invest and prosper and they do so even at a time when their formal counterparts are often mired in complex regulations and not successful in protecting their self-interests in transition. No doubt, outcomes facing informal units are more likely to be mixed than uniform, but there are situations when market delivers clear benefits to workers engaged in the sector. It is however, contingent not only on the degree of the capital mobility as the pre deployed capital needs to be reallocated from non-viable sectors to those offering higher returns, but also on institutional capabilities to reformulate existing regulations.

Rajyalakshmi.N and Sarada Devi.M¹¹⁴, (2007) in their study highlight that Port productivity plays a crucial role not only for making the ports globally competitive, but also to improve the competitiveness of the Indian industry. Hence this paper focuses on studying the productivity of Indian ports in handling the exports and imports. An attempt is made to compare the pre and post reform labour, capital and total factor productivities, and average turnaround time and berth occupancy.

¹¹³ Harris-White, Barbara and Anushree Sinha (2007), *Trade Liberalisation and India's Informal Economy*, Oxford University Press, Oxford.

¹¹⁴ Rajyalakshmi.N and M. Sarada Devi, 2007, Productivity of Major Indian Ports: A Comparative Study of pre and post reform period in *The Indian Journal of Commerce*, Vol. 60, No. 2, January – March, pp. 86 – 98.

Gurpreet Randhawa¹¹⁵, (2007) in his article, reveal a significant positive relationship between work performance and job satisfaction, which signifies that satisfied workforce is more productive. The findings of the present study clearly shows that work related variables such as job satisfaction, turnover intentions and job-specific, self-efficacy are directly relevant to human performance in organizations.

Latha.G and Panchanatham. N¹¹⁶ (2007) reviewed that “Human resources are the most important resources for every organization. Without human efforts organizations cannot achieve their objectives. Getting and keeping good people is the key factor for the success of every organization, whether profit or non-profit, public or private. Respondents’ stress result in mistakes, decreased productivity and employee turnover, supportive organizational climate, employee empowerment through participation in decision making, delegation of authority and training can impart healthy HR environment in public sector undertakings.

Mohamed Azmatullah Mobeen¹¹⁷ (2007) in his articles concludes that an organization has respondents with different skill-sets working for it. Each employee has a distinct working identify, a different personality, different interpretation. The aptitude, which consists of basic abilities and potential of respondents in relation to their jobs, is the most important factor contributing to organisational efficiency.

¹¹⁵ Gurpreet Randhawa, 2007, “Work performance and its correlates: As empirical study”, Vision the Journal of Business Perspective Vol. 11, No.1, January – March, pp. 47 – 53.

¹¹⁶ Latha, G., Dr. N. Panchanatham, 2007, “Healthy HR Practices Through Stress Management in Public Sectors”, Indian Economic Panorama in New Delhi, Vol. 17, No. 1, July, pp. 10-10.

¹¹⁷ Mohamed. Azmatullah Mobeen, 2007, “Efficiency & Effectiveness (E2): The Two Eye-pieces of Management’s Vision”, Indian Economic Panorama in New Delhi: Vol.17, No. 2, July, pp. 28-29.

Sohrab Abizadeh, Mehmet Serkan Tosun¹¹⁸, (2007) in their articles examine the effect of trade openness on the productivity of skilled and unskilled labour in a group of 36 developing countries using panel data and fixed effect approach. Their results support the hypothesis that trade openness has a positive and significant impact on labour productivity for both skilled and unskilled labour in the sample countries.

Lourens Broersma and Bart Van Ark¹¹⁹, (2007) in their article, focus on the diffusion of knowledge intensive business services (KIBS) in relation to information and communication technology-based innovations and their effect on productivity growth. They find a significant positive relation between the measure of KIBS diffusion and the intensity of information technology (IT). Not only do use of IT and KIBS both contribute positively to labour productivity growth, they also find that the combination of these two inputs add further to productivity growth for the aggregate economy.

Hinda Sidhu¹²⁰, (2007) in his article “Share of Wages and Competitiveness in Indian Industry”, highlights: There are considerable variations in the wages rate and labour productivity across the different sub-sectors of the Indian industry. The study concludes that the competitiveness of each sub-sector of the Indian industry has improved over a period of time.

¹¹⁸ Sohrab Abizadeh, Mehmet Serkan Tosun, 2007, “Open Trade and Skilled and Unskilled Labour Productivity in Developing Countries: A Panel Data Analysis”, J. Int. Trade & Economic Development Vol. 16, No. 3, September, pp. 383 – 399.

¹¹⁹ Lourens Broersma, Bart Van Ark., 2007, “ICT, Business Services and Labour Productivity Growth-Econ. Innov. New Techn”, Vol. 16(6), September, pp. 433–449.

¹²⁰ Hinda Sidhu, 2007, “Share of Wages and Competitiveness In Indian Industry”, Indian journal of industrial relations, Vol. 43, No. 2, October, pp. 170-190.

Sungshin¹²¹, (2007) in her article, “Industrial Relations and Economic Growth in Korea” reviewed the wage rate, labour productivity, and labour share examine to changing industrial relations over the last four decades in the Korean peninsula. The results imply that the labour share is greater than that of Korea’s competitive equilibrium in the 1990s. She analyzes the effect of industrial relations on economic growth through a theoretical model comparing the growth rate of the competitive equilibrium with that of the bargaining equilibrium.

Maurizio Bovi,¹²² (2007) in his study on “Shadow Employment and Labour Productivity Dynamics” highlighted that the opposite is found for the regular respondents. Because of their lower productivity level, the cyclical response of the hidden workers affects the short-term profile of the overall labour productivity.

Tarafdar *et.al*¹²³ (2007) in their article, “The Impact of Techno stress on Role Stress and Productivity” based on empirical survey data, this article uses concepts from socio technical theory and role theory to explore the effects of stress created by information and computer technology (ICT) -that is, “techno stress” -on role stress and on individual productivity. They propose three hypotheses: (1) techno stress is inversely related to individual productivity, (2) role stress is inversely related to individual productivity, and (3) techno stress is directly related to role stress.

¹²¹ Sungshin Women’s University, 2007, Industrial Relations and Economic Growth in Korea -© 2007 The Author, Journal compilation © Blackwell Publishing Ltd., WEB., P. 210.

¹²² Maurizio Bovi., 2007-Shadow, “Employment and Labour Productivity Dynamics”, Labour 21 (4/5) (2007) JEL E32, H26, J23, J24, O47©. pp. 735-761.

¹²³ Tarafdar, Tu, Ragu-Nathan, and Ragu-Nathan, 2007, “The Impact of Techno stress on Role Stress and Productivity”, Journal of Management Information Systems / Summer, Vol. 24, No. 1, pp. 301-328.

Frank Rids¹²⁴ (2007) in his article, identify considerable structural and interpersonal barriers to solidarity including lack of contingent worker consciousness, difference in “skill” levels, antagonistic relationships with clients and a tendency to interpret client hardships in terms of personal defects. He contrasts these findings with instances where labour unions have become involved in welfare issues and propose steps toward a new paradigm for labour solidarity.

Satheeskumar L¹²⁵ (2008) in his article entitled “Payment System” has stated that concentration on quality is increasingly a characteristic of strategic planning. It is an important element in human resource management as employee’s effort is directed towards organization survival and development.

Awad S *et.al*¹²⁶ (2008) in their article: ‘Impact of Shift Work on Labour Productivity for Labour Intensive Contractor’, detail why and how shift work affects labour productivity, and then address the appropriate use of shift work. The quantitative component determines the relationship between the length of shift work and labour efficiency. The results of the research show that shift work has the potential to be both beneficial and detrimental to the productivity of construction labour. Small amounts of well-organized shift work can serve as a very effective response to schedule compression.

¹²⁴ Frank Rid, 2007, “Contingent Government Workers and Labour Solidarity:” The Case of Contract Welfare-to-Work Staff and their Clients -Qual Sociol 30’, pp. 383-402.

¹²⁵ Satheeskumar. L “Payment system”, HRD Times, October.2008, Vol.10, No.10 p.46.

¹²⁶ Awad S. Hanna, M.ASCE; Chul-Ki Chang, Kenneth T. Sullivan, Jeffery A. Lackney, 2008, “Impact of Shift Work on Labour Productivity for Labour Intensive Contractor” -Journal of Construction Engineering and Management © ASCE / MARCH, p. 197.

Mehrotra, Santosh¹²⁷ (2008) analysed the conditions of work (for example, hours of work, hazardous nature of work, safety conditions and wages rates) in the prevailing laborer market conditions, where there is excess supply of labourer. The unorganised sector workers themselves are fragmented and almost always not organised into unions, where they suffer from access to imperfect information and are not fully aware of their limited rights. To make it even more difficult, they are mostly illiterate or barely literate. If the pre-requisites for improving their conditions of work do not exist, he suggested that the state should focus its attention on improving the social protection for such workers, that is, social assistance and social insurance. This implies that the state should focus on doing the do able.

Dhas. A.C and Helen. M,¹²⁸ (2008), “Social Security for Unorganised Workers in India”, The unorganized workers account for about 93 per cent of the total workforce and there is a steady growth in it over years in India. It is argued that India had a long tradition of informal social security and social assistance system directed particularly towards the more vulnerable sections of the society but underwent steady and inevitable erosion. The social security initiatives of the Centre, State and NGO’s implemented during the past indicated that the needs are much more than the supports provided and the efforts must be targeted and vast enough to cover the growing unorganised workers. It is argued that the major security needs of the unorganised workers are food security, nutritional security, health security, housing security, employment security, income security, life and accident security, and old age security. In sum, the study calls for a

¹²⁷ Mehrotra, Santosh (2008), Social Insurance System for India’s Unorganised Sector Workers: The case and the cost, *The Indian Journal of Labour Economics*, Vol. 51, No. 2.

¹²⁸ Dhas, A.C and Helen, M.¹²⁸, (2008), “Social Security for Unorganised Workers in India”, Online at <http://mpira.ub.uni-muenchen.de/9247/MPRA Paper No. 9247>, posted 7. July 2008 01:51 UTC

Comprehensive, Universal and Integrated Social Security System for the unorganised workers in India.

Rameshwari Pandya and Sarika Patel¹²⁹ (2009) in their study entitled, “Women in the Unorganized Sector of India”, According to the final report of the National Commission for Enterprises in the Unorganised Sector (NCEUS) released in April 2009, workers in the unorganized (or informal) sector constitute more than 93 percent of the total workforce of India. Unorganized sector workers are those who do not have any job security, income security or social security and are therefore extremely vulnerable to exogenous shocks. The problems of women workers in general and in the unorganised sector in particular deserve special emphasis and focus in view of their marginalised position within the class of workers. Even when women are not employed in the sense of contributing to the national output, a considerable share of their time is consumed by socially productive and reproductive labourer. This is what is called the double burden of work that distinguishes women from men. A number of national and international studies have documented the sex-typing of jobs and occupations by women. Sexual division of labourer has implications for the wages earned, permanency in the job and the possibilities for upward mobility in the industry. The overall picture that emerges is one of greater disadvantage for women workers in general and those belonging to rural as well as Scheduled Caste /Scheduled Tribes in particular. This book deals with the problems of women in the unorganized sector of India. The policies and programmes of the Government to address these problems are also discussed. Importantly, it includes a case study of women in the embroidery industry of Surat city of the Indian state of Gujarat.

¹²⁹Rameshwari Pandya and Sarika Patel, “Women in the Unorganized Sector of India”, Indian Journal of Marketing, Vol.5, Issue.3, 2009, pp.12-17.

Shodh, *et.al*¹³⁰ (2009) in their study titled, “Problems of Labourers on Construction: A Qualitative Research”, Major findings of the study can be stated as follows: 61 Per Cent of construction companies consist of 100-150 labourers. For constructions of malls, multi storied buildings and Road constructions. Majority of construction labourers are living in Tin shed (51 Per Cent), Plastic sheet shed (17 Per Cent) and Kuccha Huts (32 Per Cent). A majority percentage of labourers (66.0Per Cent) are living in self-constructed temporary sheds nearby construction site. A considerable percentage of labourers are having temporary sheds (71 Per Cent) haven't any electricity provision. The sanitation and hygiene of the construction site and the temporary shed are very poor (68 Per Cent). 6. 67 Per Cent of sites does not have any toilets or toilets having substandard quality. A considerable percentage of labourers have to depend on various sources like Bore well (34Per Cent), Tanker Lorry water (31Per Cent), public water supply (15 Per Cent) etc. Majority construction labourers have to take open bath (63.3 Per Cent), as there is no adequate provision for bathrooms. The study indicates the problems of the construction labourers in Indore district in M.P. state. Majority of construction labourers are migrated from different regions from M.P. The construction sites have more than 100-150 laborers. The living conditions are so poor and the labourers are staying in tin shed, Plastic shed and kuccha houses. Some construction companies are making provision of accommodation facilities to the labourers. While majority of labourers have to build temporary huts by themselves, near by the site.

¹³⁰Shodh, Samiksha aur Mulyankan, International Research Journal - ISSN-0974-2832 Vol. II, Issue-7 August 2009, PP.53-55.

Kanwar *et.al*¹³¹(2009), in their article, reveal that while work-life balance and job satisfaction were positively related to each other, de-motivation, exhaustion and meaninglessness were negatively related to job satisfaction. The findings and implications of the study for enhancing employee satisfaction are discussed and future research directions are pointed out.

Ramalakshmi. M¹³² (2010) in her study title “An Economic Study of the Working and Living Conditions of the Women Labours in the Match Units in Virudhunagar” had tried to bring out the importance of the working and living conditions of the women labourers in the units, where men and children are working. She found that the match industry is highly labour-intensive and women are given only piece rate wages. The findings also include that the work is suitable only on a secondary or supplementary one but primary for the women. Mostly men are not willing to take up such a job. According to the study, women are working due to poor economic conditions and a considerable portion of the income is spent on base necessities.

Bala Subrahmanya, M.H.,¹³³ (2010) in his article, examines the influence of technological innovations on employment and labour productivity growth of a sample of 72 small and medium enterprises in the auto component sector of Bangalore. Innovative SMES, engaged in both product and process innovations, could achieve a considerable increase in their sales and employment during 2001-02 to 2005-06. But in the midst of high turnover rates of employees, comprising largely skilled and unskilled

¹³¹ Kanwar Y.P.S. Singh, A.K. and Kodwani A.D., 2009, “Work-Life Balance and Burnout as Predictors of Job Satisfaction in the It-Ites Industry”, *Vision the Journal of Business Perspective*, Vol. 13, No. 2, April-June, pp. 1-9.

¹³² Ramalakshmi. M. 2010 “An Economic Study of the Working and Living Conditions of the Women Labours, in Mach Units in Virudhunagar”.

¹³³ Bala Subrahmanya M.H., 2010, “Auto SMEs in Bangalore: Does Innovation Promote Employment and labour Productivity?”, *Economic and Political Weekly*, March 13, Vol. XLV, No. 11, pp.59-65.

workers with a marginal presence of technical employees, the incremental nature of innovations and a significant employment growth, innovation did not have a positive impact on labour productivity growth. Upgrading the quality of innovations, adopting strategies to retain the trained technical / skilled labour and undergoing training in “innovation management” to optimally employ factor inputs are suggested to enable SMES reap “productive benefits” from their innovations.

David J *et.al*¹³⁴ (2010) introduce and test a new variable, self-reported job quality (SRJQ), as a key link in the causal chain between HR practices and outcomes. In comparing small firms with large ones, they present three key findings: employee reports of job quality are highest in small firms and decrease as firm size increases; in workplaces owned by large firms, job quality is highest in the smallest workplaces; and workers in small in comparable sized workplaces owned by small firms. Their findings are partially explained by how formally HR practices are implemented.

Kathuria. V *et.al*¹³⁵ (2010) have analysed the productivity performance of the organised and unorganised units of the Indian manufacturing sector at the state level for the period 1994-95 to 2004-05 and have examined the impact of reforms on their performance. For calculating the productivity levels and growth rates, both partial and total factor productivity methods are considered. After analyzing the production function they showed that the capital rather than laborer played a significant role in the production process in the organised and unorganised manufacturing sector. The comparative role of labourer in the production processes is less in the unorganized

¹³⁴ David J. Storey, George Saridakis, Sukanya Sen-Gupta, Paul K. Edwards, and Robert A. Blackburn, 2010, “Linking HR formality with Employee Job quality: The Role of firm and workplace size”, *Human Resource Management*, March – April, Vol. 49, No.2, pp. 305-329.

¹³⁵ Kathuria, V., Seethamma Natrajan, R. R. and Sen, Kunal (2010), *Organised versus Unorganised Manufacturing Performance in India in the Post Reform Period*, MPRA Paper No. 20317, January 16, 2010, posted on 29 January, 2010/ online at <http://mpra.ub.uni-muenchen.de/20317>.

sector and this has remained a major concern as this sector is a significantly larger employment provider. The TFP has grown steadily in the organised manufacturing sector while the same has declined in the unorganised manufacturing sector. The growth in GVA is driven mostly by productivity and not by inputs in both the sectors. So it can be seen that most of the studies discussed above highlight the contribution of the unorganised sector in total employment, productivity trends, employment inequalities and social security needs of unorganised manufacturing sector of India. Most of these studies are either region-specific or sector-specific. Some of the macro level studies have analyzed the informal sector in general. The studies which have focused on the unorganised manufacturing sector analyzed its performance up to 2000-01 only. So, the present study would not only update the analysis of the performance of unorganised manufacturing sector in recent times as compared to the early liberalisation period but also explore a range of aspects viz, change in employment, wages, productivity, composition and the need of social security. This study will have the following objectives.

Smith Kothari¹³⁶ (2010) in his study titled, “Child Labourer in match industry in Sivakasi”, has analysed the causes for employing the child labourers in match units. The researcher suggested that to solve the problem of child labourer, it is highly necessary to study not only the socio-economic conditions but also the other related issue connected with child labourer in depth.

¹³⁶Smith Kothari, 2010 “Child Labour in Match Industry of Sivakasi”, Economic and political weekly, Vol.XVIII, No.27, pp.1191-1202.

Vishwapriya Iyenger.L¹³⁷ (2010) in her study titled, “Rights for little workers” has evaluated the various recommendation of Gurupadasamy Committee, which has appointed to study the problems of child labourer.

Perumalammal¹³⁸ (2010) in her study titled, “Women workers of match factories in Thayilpatti, Kamaraj District” has analysed the working and living conditions of women workers in match industry. The study is based on 56 match units of Kamaraj district. The researcher observed that the working conditions of women workers of the industry taken up for study over unsatisfactory because they were oppressed with long hours of work, low wages and poor health and the like.

Mouliks T.K and Purushdhan. P¹³⁹ (2010) in their study titled, “A Study of match industry in Sivakasi” indicate the various findings which include women members supervising all operations performed by hired labourers. The wage payment is followed and they paid on piece rate basis. They work more than nine hours in the factory and on returning to the homes they do spend three or four hours in box making. This shows how hard they work to get more wage to meet their family expenditure.

Selvakumar et.al¹⁴⁰ (2010) “Job Satisfaction of Workers in Match works Industry: A Study with Reference to Sivakasi, Tamilnadu”, the match industry plays a vital role in providing ample employment opportunities for the people. The industry produces match box both for domestic consumption and for export. The most of the

¹³⁷ Viswapriya Iyengar, L. 2010 “Rights for little workers”, Economic and political weekly, pp.1508-1509.

¹³⁸ Perumalammal, Women workers of match factories in Thayilpatti, Kamaraj District”, Unpublished research thesis, Madurai Kamaraj University, Madurai.

¹³⁹ Moulik, T.K and Purushdhan, P, “A Study of match industry in Sivakasi”, Economic and political weekly, Vol.XVIII, p.90.

¹⁴⁰ Selvakumar, M., Jegatheesan, K.and Arumugam, B, “Job Satisfaction of Workers in Match works Industry: A Study with Reference To Sivakasi, Tamilnadu”, National Monthly Refereed Journal of Research In Commerce & Management, Volume No.2, Issue No.1, 2010, pp.26-41.

units are small and medium in size employing nearly 30,000 and above people directly. Another 50,000 people and above are employed indirectly in match connected activities such as paper work, match box, bundling, labeling, box making, transport, sales and distribution in a country wide basis. The growth of the match works industry stems from the adoption at latest technology and the effective utilization of the opportunities of its macro environment. All the raw materials required are indigenously produced. A developing country like India has teeming unemployed millions. Match works can provide gainful employment to the youngsters. The strong entrepreneurial personalized skills of Sivakasi contribute to efficient management of negotiations and control of operations letting to the effectiveness quick delivery and quality of products all over the world.

Datta R. C. and Milly Sil¹⁴¹, (2010) “Contemporary Issues on Labour Law Reform in India - An Overview”, In spite of labour laws been widely studied for almost a decade and various recommendations to re-invent/evolve labour laws in the current leg of globalization, the issues pertaining to welfare of labourer and flexibility of the firms to grow in sync with market conditions for better industrial relations, persists even today. For the past six to seven years it has been argued (especially by employers) that labour laws in India are excessively pro-worker in the organized sector and this has led to serious rigidities that has resulted in adverse consequences in terms of performance of this sector as well as the operation of the laborer markets. There have been recommendations by the government to reform labour laws in India by highlighting the need for flexibility in Indian labour laws that would give appropriate flexibility to the industry that is essential to compete in international markets. But the

¹⁴¹ Datta, R. C. and Milly Sil, Contemporary Issues on Labour Law Reform in India - An Overview”, Journal of Economics, Vol.3, Issue.1, 2010, pp.9-15.

attitude has mainly been towards skill enhancement and focus on flexible laborer markets rather than assessment of proper enforcement of the laws, assessment of the situation of different categories of employers and coverage of the social protection system. This paper makes an attempt to present an overview of existing literature pertaining to this issue and brings forth some major concerns that ought to need attention before any alternate framing of labour laws.

Neha Mittal¹⁴², (2012) “Women Workers in Unorganized Sector: Socio-Economic Perspective”, The employment in the organized sector requires certain minimum qualifications and most of these educated women workers are drawn from middle classes and richer sections, a very few women from lower class would get chance in these jobs. The National Commission on Laborer describes some characteristics and constraints of unorganized sector, namely: (a) casual nature of employment; (b) ignorance and illiteracy; (c) small size of establishment with low capital investment per person employed; (d) scattered nature of establishments; and (e) superior strength of the employers operating singly and in combination. The most important features of unorganized sector are that most of the women laborers are appointed as contract laborers. Studies conducted in several parts of the country indicate the awful conditions of the women workers in this sector. They continue to face discrimination and marginalization both subtle and blatant and do not share the fruits of development equally. Ignorance, traditional bound attitudes, illiteracy, lack of skills, seasonal nature of employment, heavy physical work of different types, lack of job security, lack of a comprehensive legislation to cover these workers in unorganized sector and competition in employment are resultant deprivation of real wage. Wages in the

¹⁴² Neha Mittal, “Women Workers in Unorganized Sector: Socio-Economic Perspective”, Asian Journal of Multidimensional Research, Vol.1 Issue 3, August 2012, pp.183-186.

unorganized sector are arbitrarily fixed, often without regard to the minimum wage legislations, which adversely affect the income of the wage workers in general, and women workers in particular. In the informal sector, wage workers constituted 36 Per Cent and the remaining 64Per Cent were self-employed. Average wage of men and women workers are Rs.75 and Rs. 45 respectively which is much less than the wage of Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP) i.e. Rs.100. Another dimension of this wage result shows the existence of gender bias in unorganized sector in terms of wage level.

Kamala Kanta Mohapatra¹⁴³ (2012) “Women Workers in Informal Sector in India: Understanding the Occupational Vulnerability”, Unorganized or informal sector constitutes a pivotal part of the Indian economy. More than 90 per cent of workforce and about 50 per cent of the national product are accounted for by the informal economy. A high proportion of socially and economically underprivileged sections of society are concentrated in the informal economic activities. Informal employment is generally a larger source of employment for women than for men in the developing world. Other than in North Africa where 43 per cent of women workers are in informal employment, 60 per cent or more of women workers in the developing world are in informal employment (outside agriculture). In sub-Saharan Africa 84 per cent of women non-agricultural workers; in Latin America 58 per cent for women in comparison to 48 percent for men. In Asia, the proportion of women and men non-agricultural workers in informal employment is roughly equivalent to Women and Men in the Informal Economy. The informal economy in India employs about 86 per cent of the country’s work force and 91 per cent of its women workers. Many of these women

¹⁴³Kamala Kanta Mohapatra, “Women Workers in Informal Sector in India: Understanding the Occupational Vulnerability”, International Journal of Humanities and Social Science Vol. 2 No. 21; November 2012, pp.197-207.

workers are primary earners for their families. Their earnings are necessary for sheer survival. Low income women workers, especially in the informal sector form one of the most vulnerable groups in the Indian economy. The reasons for their vulnerability are- (a) irregular work, (b) low economic status, (c) little or no bargaining power, (d) lack of control over earnings, (e) need to balance paid work with care for children and homework, (f) little or no access to institutional credit, training and information, and (g) lack of assets. Unequal gender relations play a very important role in defining their insecurities. Given their vulnerable status at home and at work, income generation alone may not improve the socio-economic status of women attached to the informal sector. Their economic empowerment needs to go along with political empowerment, which could improve their bargaining power both in household and at work. This means that organizing women workers in the informal economy could have beneficial impacts on their work and their life if such organization combines voices representation along with access to resources such as credit and information - a holistic strategy that provides political empowerment allied with economic empowerment. The present study aims at understanding the degree of vulnerability of the women workers in informal sector in India. Towards fulfilling the objective, a small study has been conducted in the State of Odisha, to find out the realities. Results suggest that a highly visible percentage of occupational group irrespective of their monthly average income, continue to face multiple constraints which otherwise compel them to live a life full of compromises.

Martin Patrick¹⁴⁴(2012) “Labour Market and Household Behaviour: A Case of Unorganized Sales women”, Women constitute only a quarter of the total laborer

¹⁴⁴ **Martin Patrick**¹⁴⁴, “Labour Market and Household Behaviour: A Case of Unorganized Saleswomen”, Centre for Socio-economic and Environmental Studies, www.csesindia.org

force in India though they form nearly half of the Indian population. The total workforce in the country is 314 million, of which 224 million are men, and 90 million are women. Workingwomen constitute only 17 per cent of the women folk in India. The percentage of female workers in the total working force is 31.5 and the percentage varies from state to state and from community to community. For instance the percentage of female workers ranges from 9.43 in West Bengal to 43.99 in Madhya Pradesh. In addition to the low work participation rate, women are largely concentrated in the unorganized sector. More than 90 per cent of the female working force is concentrated in the unorganized sector. They are concentrated in this sector due to the biased social value, less skills required for the job, ease of entry, traditional role assigned to them, technological advancements in the organized sector etc. The women labourer in Kerala is no exception to this, though women in the state enjoy a high status compared to their counterparts in other states. In this context, it is necessary to have an overview of women employment in Kerala.

Aadya¹⁴⁵ (2013) “Occupational Stress of Women Workers in Unorganized Sector”, The present study was carried out with an objective of studying the occupational history and to compare and analyze the occupational stress among the women workers involved in construction work, chikankari work and sanitary work. The study was conducted in Lucknow city selecting 60 respondents from each type of work. A self-structured interview schedule and a rating scale was prepared to collect the information using interview method. Among the three types of workers, sanitary workers perceive high level of physical, physiological and biomechanical stress. Regularized working patterns have to be implemented in unorganized sector to improve

¹⁴⁵ AADYA, “Occupational Stress of Women Workers in Unorganised Sector”, International Journal of Scientific & Engineering Research Volume 4, Issue3, March-2013, pp.2-13.

the working conditions and in turn to minimize the stress for women workers. Ergonomic interventions may also be made to improve the quality of life of women involved in unorganized sector.

2.3 REVIEWS RELATED TO ORGANIZED AND UNORGANIZED SECTOR

Arthur Lewis¹⁴⁶ (1954) the importance of informal sector can be realized by considering the employment potential and its role in promoting economic development. Most of the early literatures relating to this concept have come out from the studies undertaken under the auspices of ILO and World Bank, which make a plea for a better deal of this sector. ILO uses the word informal sector rather than unorganized sector and it is used frequently in the context of third world countries.

The International Labour Organisation definition¹⁴⁷(1972) incorporated the idea that informal sector had untapped development potential because of its flexibility and potential for creative response to economic change. The only specificity being absence of worker's rights and social security in every other way, both form part of an integral whole.

Sinha and Ranade¹⁴⁸ (1978) in their survey of women construction workers in nine construction sites encounter uniformly low wage rates for women construction workers than for men, but they also note that women are usually assigned to subsidiary operations.

¹⁴⁶ Lewis W.A. (1954), Economic Development with Unlimited Supply of Labour, the Manchester School of Economic and Social Studies, Vol.22, No.4.

¹⁴⁷ International Labour Organisation definition on informal sector.

¹⁴⁸ Sinha.G.P. and Ranade.S.N (1978), Women Construction Workers in "Women in a Developing Economy Series" ed Vina Mazumdar and Kumud Sharma.

Murali Manohar *et.al*¹⁴⁹ (1983) mostly the women workers are classified as contract labor and casual labor. Contract labors are attached to a contractor and they work wherever posted. Casual labors are temporary workers and they cease to be employed after the completion of the work. The nature of work is unskilled and the average age of workers is between 23 and 27. A correlation is found between the social and economic class of the respondents. Their wages differ from place to place and since they are unorganized, they have no bargaining capacity for the revision of wage. All this has deteriorated the conditions of women workers and their family.

Guhan¹⁵⁰ (1988) observed that the prevailing social security system covers only the workers in the organized sector who enjoy security of employment and regular incomes. Self-employed and informal workers, who constitute nearly 90 per cent of the work force, virtually remain outside the purview of prevailing social security schemes.

Rani Bang¹⁵¹ (1989) point out that more than 50 per cent of women are suffering from illnesses which they have learnt to ignore because of various social factors. This worsens the situation of women, ultimately taking its toll on their health.

Seema Qasim¹⁵², (1989) in a study on the homeless home-workers, identified that women construction workers in Delhi who do back-breaking labour for low wages camp on work sites with no water, toilets or other basic amenities, work without any breaks till almost the last day of pregnancy, and have to hide and breast feed their children for the fear of the contractors wrath. The contractor takes his daily cut from

¹⁴⁹ Murali Manohar, Shobha.V and Janardhana Rao.B, (1983), Socio-economic Stats of Indian Women.

¹⁵⁰ Guhan.S, (1998), Social Security Among the Unorganised, Indian Journal of Labour Economics

¹⁵¹ Rani Bang et al, Report on Women.s Health, Lancet, January 14, (1989).

¹⁵² Seema Qasim, (1989), Women Construction Workers – Most Silent and Exploited Workforce: Report of the Workshop on Problems of Women Construction Workers, New Delhi.

their paltry wages. They have no security of service and hence no bargaining power. Laws governing this industry are also grossly violated.

Jeemol Unni¹⁵³ (2001) the study identified two broad components of the informal economy-non-wage employment and wage employment - and they show an increasing participation of women. Though low quality of employment thus obtained are disturbing, the chances are that the informal employment is what that helps many households reduce the intensity of poverty. Declining opportunities for formal sector work has contributed to increasing number of women seeking informal sector work.

Anil Gumber and Veena Kulkarni¹⁵⁴ (2006) explore the availability of health insurance coverage for the poor- especially women - their needs and expectations and the likely constraints in extending the current health insurance benefits to workers in the construction sector. The survey suggested that the poor prefers public sector management of health care facilities. Developing and marketing a unique and affordable health insurance package for low-income people is a great challenge. The concept being now calls for effective information, education and communication activities to make the people understand and develop health insurance market.

2.4 REVIEWS RELATED TO CHILD LABOUR

George, K.N¹⁵⁵ (1977) gave various reasons for child labour in the city of Madras. He revealed that nearly three fourths of the child workers started employment to supplement the family income, 23 percent of the children were forced to take up

¹⁵³ Jeemol Unni,(2001),Gender and Informality in Labour Market in South Asia, Economic and Political Weekly, June 30.

¹⁵⁴ Anil Gumber and Veena Kulkarni,(2006), Health Insurance for the Informal Sector- Case study of Gujarat, Zed Books.

¹⁵⁵ George.K.N: "Child Labour in the City of Madras", National Seminar on Employment of Children in India, 25-28 Nov., 1975, National Institute of Public Co-Operation and Child Development, New Delhi, (1977), p.167.

employment at the instance of their parents. Thus, it shows the poverty amongst these people. He further stated that in rural areas, the child labour existed due to ready availability of child labour and the economy in using children for work especially in agricultural work.

Sebastian¹⁵⁶ (1979) studied the nature, extent and causes of the child labour in India basing on census and survey data and indentified that disturbances in the rural economy has led to poverty, migration and more incidence of child labour.

Patel¹⁵⁷ (1979) in his study conducted on child labour engaged in diamond cutting and polishing industry in Gujarat has reported that the incidence of child labour in the industry is more than what has been found so far in a number of reports. The incidence of child labour in Surat city is high on one hand, while small town like Navasari, on the other hand, shows a low incidence of child labour in the industry (about 6 percent).

Gerry Rodgers and Guy Standing¹⁵⁸ (1981) assessed the economic role of working children in low income countries. On the basis of international data from ILO bureau of statistics on child labour, the study put forward typology to reflect the many facets of child work and labour. The key issue of the study was to know the extent of exploitation of these children in socio- economic context. They commented that suppression of child labour is unlikely to increase the welfare where substitute income sources were absent. Hence, they opined that there is a need to regularize the child

¹⁵⁶ Sabastian, "Child Migrants and Child Migrant Labour in India" (Ed) Srinivasan and Others: Himalaya Publishing, Bombay, (1979).

¹⁵⁷ Patel B.B: "Statutory report on the problems of child labour with a focus on diamond cutting and polishing industry in Gujara"t, Gandhi Labour Institute, Ahmadabad.

¹⁵⁸ Roggers.G, and Standing. G: "Economic Role of Children in Low Income Countries", International Labour Review, Volume 120,Number 1, Jan-Feb (1981)

labour and increase the welfare of such children which would gradually eliminate this evil.

Lee Swepton¹⁵⁹ (1982) says that the recognition of child labour as being undesirable and harmful, it still persists because of underdevelopment and poverty. Further, he also analyzed the legislations, regulation standards of ILO and other nations to combat child labour. He observed that inspite of the legislations, laws, regulations; the child labour is prevalent all over the world. He also underlined that the approach of setting of minimum age of 15 years for young person's to work would not abolish child labour. It is with all-round development of people in the low income countries we would be able to help control child labour. The study concluded that the abolition of child labour will be a very gradual process and will take its own time.

Esakky. S¹⁶⁰ (1984) in his study titled on the economic and social consequences of child employment in match industry in and around Sivakasi in Tamil Nadu stressed that the child labour in Sivakasi cannot be eradicated unless the welfare of their families and the socio - economic conditions are considerable improved.

Iyengar¹⁶¹ (1987) in his paper "Pyre of Childhood: Child Workers on the match Factories of Sivakasi" reported that there are over 6,000 match units in the area and the degree of child exploitation varies from factory to factory. It is mentioned that the first generation entrepreneurs tended to extract more tedious and harmful work than those who had rationalised production and consolidated capital over the years. Children who

¹⁵⁹ Swepton, Lee: "Child Labour: Its Regulation by ILO Standards and National Legislation", International Labour Review, Volume 121, pp 557-589 (1982)

¹⁶⁰ Esakky. S (1984) "A study on the Economic and social consequences of child labour employment in match industry in and around Sivakasi in Tamil Nadu", Unpublished M.Phil Thesis, Annamalai University, Chitambaram.

¹⁶¹ Iyengar Rish Wapriya,: "Prye of Childhood: Child Workers in Match Factories of Sivakasi" paper presented at the Seminar on "Child Labour in India and New Legislation" organised by the Asian Workers Development Institute, Srinagar, (1987)

work in match factories come from families dependent to a greater or lesser extent on agriculture. The age of children working in match factories ranged between three and half years and 15 years. They are undernourished and not adequately protected against diseases through immunisation. Working hours are as long as 12 a day beginning as early as three in the morning when they leave home in factory buses. Complaining of insufficient sleep, the children said their eyes burn, itch and wink from the efforts of keeping too long working hours. A study on the problem of the working children in the state of Himachal Pradesh had revealed that about 1/3rd of the children of the age group of 1-14 years in rural and 1/8th of those in agriculture and in households on an average worked for 280 days in a year. In villages, children were used as bonded labour and as contract labour in urban areas. They noticed that the incidence of child labour was much higher in economically backward communities. As regards their literacy, 71.52 per cent were illiterate. A majority (80.35 percent) of them belonged to agriculture and 16.75 per cent to households. Most of them owned houses but a majority lived in Katcha houses. Regarding income, 5.44 per cent were getting less than Rs.900/-, 24.78 per cent between Rs.901–Rs.1800 and 34.71 per cent between Rs.1803–Rs.3600 as their annual income.

Bequele and Boyden¹⁶² (1988) have opined that while children's work in rural area has traditionally been a part of the household production, in industry, it is generally performed under strict terms of employment. Their other major findings are (1) children rarely earn income nearer to the minimum wages (2) their earnings are lower than that of adults for the same work (3) their earnings do not correspond to their hours of work (4) they receive no fringe benefits or insurance or social security.

¹⁶² Bequele and Boyden: "Working Children – Current Trends and Policy Response", International Labour Review, Vol. 27(2), (1988).

Assefa Be Quele and Jo Boyden¹⁶³ (1988) study is based on the overview and the analysis of case studies of different authors in combating Child Labour'. According to them, the child labour has three aspects to be dealt on priority. First is the significant number of child labour, second is the exploitation at the place of work by the employer and third is the long working hours with low wages. The study observed that these multiple aspects of child labour require a multi-pronged approach including legislation, law, income, employment, welfare and educational aspects of child labour.

Alec Fyfe¹⁶⁴ (1989) examined in detail the concept, causes and consequences of child labour. The study concluded that the child labour or rural and urban sectors differ in their nature of work and amount of exploitation. Further, urban child labour is more exploited than its counterpart, the rural child labour in developing countries. While in rural areas, the children were working along with the family, urban child labour work outside the family. The urban child labours are also exposed to industrial and urbanized hazards.

Gurusamy. V¹⁶⁵ (2010) in his study titled "Child Labour with Reference to Ayyaneri Village" observed that 63 percent of the children below the age of 15 years are employed in the match units of that village and they are forced to work continuously from 8 to 12 hours in a day.

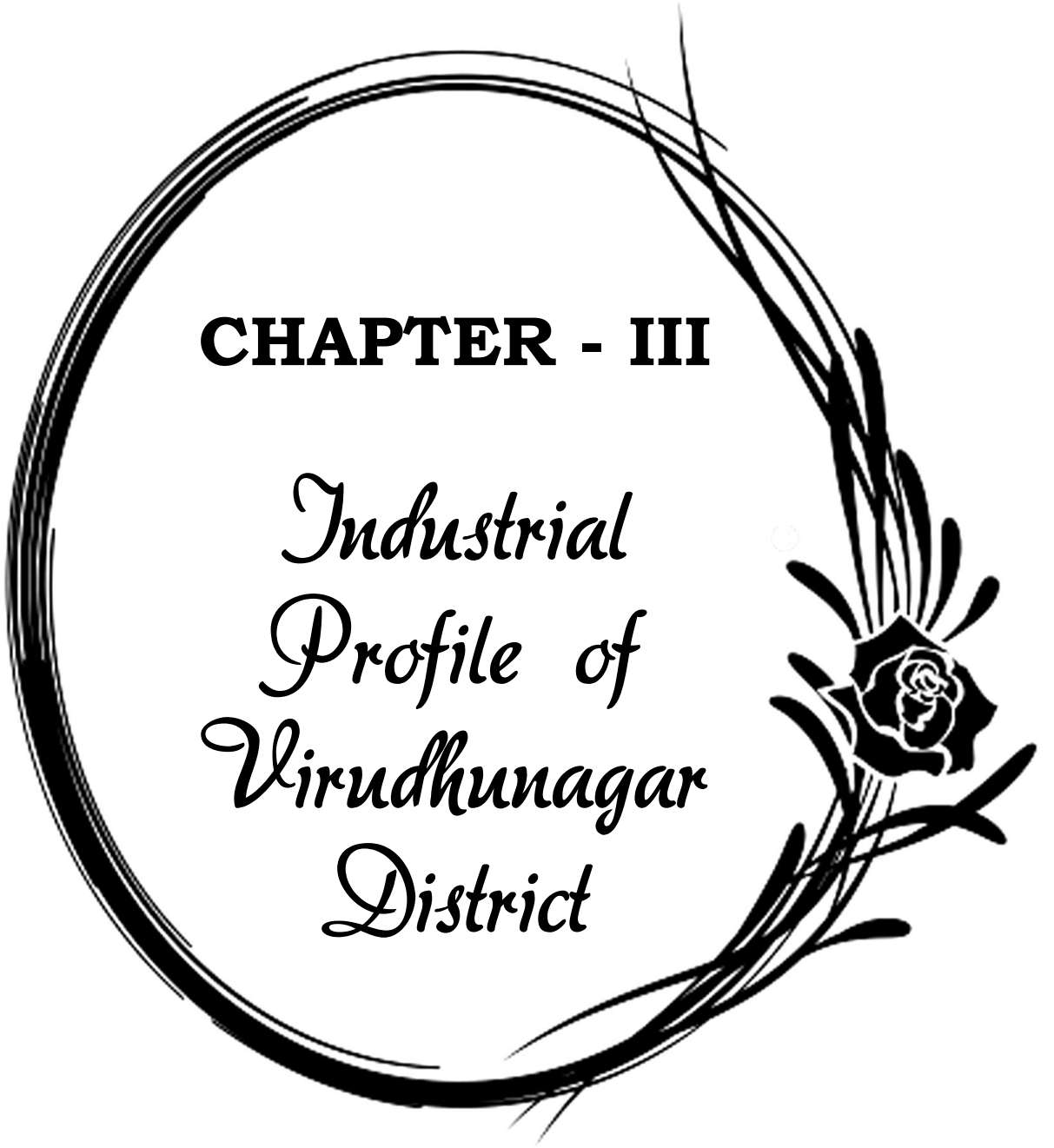
¹⁶³ Assefa Be Quele and Jo Boyden: "Working children: Current Trends and Policy Responses". International Labour Review, Vol.127, No.2, pp.153-172 (1988)

¹⁶⁴ Fyfe, Alec: "Child Labour", Polity Press Publications (1989)

¹⁶⁵ Gurusamy V. 2010 "Child Labour with Reference to Ayyaneri".

CHAPTER - III

Industrial Profile of Virudhunagar District



CHAPTER - III

INDUSTRIAL PROFILE OF VIRUDHUNAGAR DISTRICT

- General Profile about Virudhunagar District
- Industrial Scenario of Virudhunagar District
- Industrial Estates of Virudhunagar District
- Taluks in Virudhunagar District

CHAPTER - III

INDUSTRIAL PROFILE OF VIRUDHUNAGAR DISTRICT

3.1 GENERAL PROFILE

Virudhunagar is a small town located at a distance of 45 Kms Southwest of Madurai. This place was once referred to as 'Virudupatti'. In the beginning of 20th century A.D., Virudupatti was one among the six important places of Ramanathapuram District. Due to the rapid growth in the field of Trade and Education, it was renamed as 'Virudhunagar' on 29th October 1923. The term 'virudu' means 'Award' in Tamil.

The people of this community migrated to improve their business status and settled in Virudhunagar during 19th century A.D. Virudhunagar exports all kinds of oil to Dubai and Srilanka and also exports Cotton, chilli, spices, cardamom to USA and Singapore. Virudhunagar is a famous business centre without markets. The Business people of Virudhunagar play an important role in price fixation of consumer products. Hence there is a popular saying, "Virudhunagar produces nothing but controls everything".

3.1.1 Location and Geographical Area:

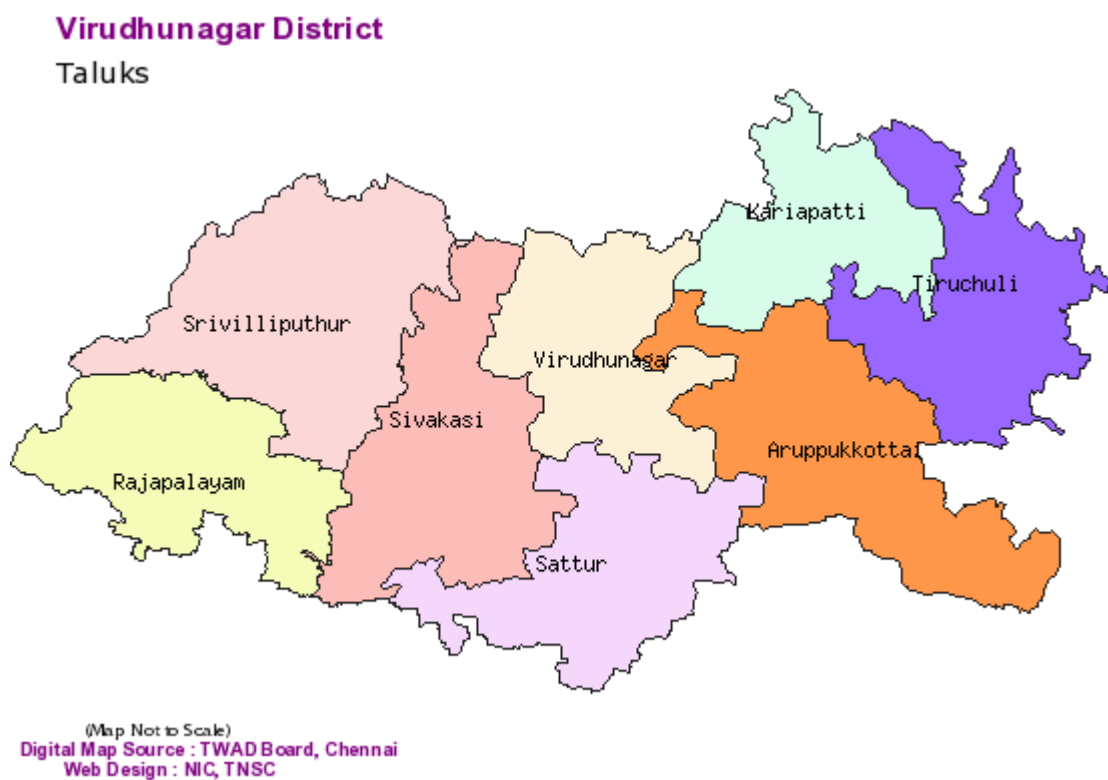
In 1985, the erstwhile Ramanathapuram District was trifurcated to create the districts of Ramanathapuram, Pasumpon Muthuramalinga Thevar Tirumagan (later renamed Sivaganga) and Kamarajar District (later renamed Virudhunagar District).

The District headquarters is Virudhunagar town. It covers an area of 4232 sq. km. and is divided into 8 taluks, namely Aruppukkottai, Kariapatti, Rajapalayam, Sattur, Sivakasi, Srivilliputhur, Tiruchuli and Virudhunagar. On 3rd March 1996,

Sivakasi taluk was created separating the firkas of Sivakasi, Edirkottai and Salwarpatti from Sattur taluk and Mangalam firka from Virudhunagar taluk.

Figure 3.1

District Map



Source: <http://www.virudhunagar.tn.nic.in/>

3.1.2. Climate and Rainfall

The climate is generally hot and dry with a low degree of humidity. The District receives scanty rainfall. The average annual rainfall is only 987.7 mm. The frequent drought caused by the failure of the monsoon adversely affects the dry crops depending upon rain fed tanks for irrigation. Soil is predominately black soil.

3.1.3 Mineral Wealth

Virudhunagar has rich mineral deposits of lime kankar and granite also. The lime and limestone deposit are concentrated in Pandalkudi, Chettipatti and Velayudhapuram villages of Arupukottai taluk and Cholapuram and Perumalpatti of Rajapalayam taluk and Gopalapuram, Kangaseval and Vertrilaiyurani of Sattur taluk. Likewise, kankar deposits are found abundant in Kilavaraneri and P. Pudupatti in Kariapatti blocks of Arupukottai taluk. Granite deposits are also found in Thiruthangal in Sattur taluk and Pillaiyarkulam in Srivilliputhur taluk.

3.1.4. Availability of Materials

- Virudhunagar district is comprised of Archaean Charnockite, Unclassified genesis and Pleistocene Laterite.
- Archaean Charnockite rock types are available in Rajapalayam, Srivilliputhur, Sivakasi and Sattur Taluks.
- Unclassified Gnesis formations are available in Sattur, Sivakasi and Aruppukottai Taluks.
- Laterites are available in Tiruchuli, Kariapatti, Sattur and Srivilliputhur Taluks.

- Western Ghats is represented in Rajapalayam and Srivilliputhur Taluks and other parts of the district is plain.
- The district is drained by Arjuna River, Vaippar River, Kowsika River and Gundar River.
- Major minerals of the district are Limestone and Limekankar
- Minor minerals are Multicoloured Granite, Charnockite, Unclassified gneissic rocks, Pleistocene Laterite, Sand and Brick earth.

3.1.5. Rivers and Forests

There is no perennial river in this District. The seasonal rivers and streams flowing through the District are Arjuna Nadhi and Vaippar in Sattur Taluk and Gundar in Aruppukottai Taluk. The area under forest in this District is only 259 square kilometers. Major forest area is in the western ghat in Srivilliputhur taluk and is rich in teakwood and other tropical trees. Plantain, Mango, Orange, Lime, Gova are largely grown in the western ghat slope.

3.1.6 Population and Occupational Pattern

According to the 2011 census Virudhunagar District has a population of 1,943,309. The district has a population density of 454 inhabitants per square kilometer (1,180/sq mi) its population growth rate over the decade 2001-2011 was 10.96 per cent. Virudhunagar has a sex ratio of 1009 females for every 1000 males, and a literacy rate of 80.75 per cent. Majority of the population are involved in Industry and agriculture. The total area of Virudhunagar District is 3445.73 km.

3.1.7. Administration Setup

The district has got 2 revenue divisions, 6 municipalities, 11 blocks and 7 taluks respectively. The district is endowed with a semi arid tropical climate with an average rainfall of 985.7 mm. The predominant soil type is black loomy. This type of soil is found common in Sattur, Srivilliputhur, and Aruppukottai blocks.

Table 3.1

Details regarding Administration Setup

Virudhunagar district		Municipalities	Taluks	Revenue villages
Municipalities	7	Arrupukottai	Arrupukottai	83
Taluks	8	Rajapalayam	Karipatti	107
Revenue Divisions	2	Sattur	Rajapalayam	39
Blocks	11	Sivakasi	Sattur	65
Town Panchayats	9	Srivilliputhur	Sivakasi	45
Revenue Villages	600	Tiruthangal	Srivilliputhur	50
Panchayat Villages	450	Virudhunagar	Tiruchuli	150
			Virudhunagar	61

Source: <http://www.virudhunagar.tn.nic.in/>

There are 9 Town Panchayats, 2 Revenue Divisions, 10 Blocks and 450 Panchayat Villages in Virudhunagar District.

Table 3.2

Details regarding Town Panchayats, Revenue Divisions, Blocks and Panchayat Villages in Virudhunagar District

Town Panchayats	Revenue Divisions	Blocks	Panchayat Villages
Sattur	Arrupukottai	Arrupukottai	32
Kariapatti	Sivakasi	Narikudi	44
Mallankinaru		Sattur	46
Watrap		Srivilliputhur	29
Mamsapuram		Vembakottai	48
S. Kodikuam		Watrap	27
Chettiarpatti		Kariapatti	36
Sundarapandiam		Rajapalayam	36
V. Pudupatti		Sivakasi	54
		Tiruchuli	40
		Virudhunagar	58

Source: <http://www.virudhunagar.tn.nic.in/>

3.1.8. District at a Glance

S.No	Particular		Year	Statistics
1	Geographical features			
(A)	Geographical Data			
	i) Latitude			11o and 120 north
	ii) Longitude			77o 28'' and 78o 50'' east
	iii) Geographical Area		2011	4283 sq km
(B)	Administrative Units			
	i) Sub divisions		2011	2
	ii. Blocks		2011	11
	iii) Taluk		2011	7
	No of Panchayats		2011	450
	Village		2011	600
	x) Assembly Area		2011	2
2.	Population			1943309
(A)	Sex wise			
	i) Male		2011	967437
	ii) Female		2011	975872
3.	Agriculture Hectare			
A.	Land utilization			
	i) Total Area		2010 - 11	424323
	ii) Forest cover		2010 - 11	26466
	iii) Non Agriculture Land		2010 - 11	70510
	v) cultivable Barren land		2010 - 11	9684
4.	Forest			
	(i) Forest		2010 - 11	26466 Hectares
5.	Livestock & Poultry			
A.	Cattle			
	i) Cows		2007	281071
	ii) Buffaloes		2007	20859
B.	Other livestock			
	i) Goats		2007	444878
	sheep			362282
	ii) Pigs		2007	10601

	Railways	
	i) Length of rail line	2010 - 11
		167.87 Kms
	V) Roads	
		2,943 K.m
	(a) National Highway	2010 - 11
		147.600 Kms
	(b) State Highway	2010 - 11
		307.443 Kms
	Major District Roads	
		332.644 Kms
	(d) Other district & Rural Roads	2010 - 11
		4618.757 Kms
	Municipal Roads	
		623.061 Kms
	(VI) Communication	
	(a) Telephone connection	2010 - 11
		55016
	(b) Post offices	2010 - 11
		283
	(c) Telephone center	2010 - 11
		64
	(d)Density of Telephone	2010 - 11
		Nos./1000 person
	(VII) Public Health	
	(a) Allopathic Hospital	2010 - 11
		9
	(c) Ayurvedic Hospital	
		10
	(e) Unani hospitals	
		2
	(f) Community health centers	
		55
	(g) Primary health centers	
		245
	(h) Dispensaries	
		812
	(VIII) Banking commercial	
	(a) Commercial Bank	
		131
	(b) rural Bank Products	
		250
	(c) Co-operative bank products	
		216
	(d) PLDB Branches	
		182
	(IX) Education	
	(a) Primary school	
		932
	(b) Middle schools	
		276
	(c)Secondary and Senior Secondary Schools	
		196
	(d) Colleges	
		12
	(e) Engineering /Technical College	
		12

3.1.9. SWOT analysis of Virudhunagar District

3.1.9.1 Strength

- Widened highway from Chennai to Kanyakumari.
- Widened road from Madurai to Tuticorin
- Completion of Sethu Project
- Extended Port in Tuticorin
- Nearest Airport at Madurai – 45 Km
- Availability of skilled labours
- Formation of SIPCOT & SEZ
- Dispersal of different types of Micro, small and medium clusters in different location of the district
- 5 TNEB substations are yet to commence
 - ❖ Pulvaikarai
 - ❖ Sulakkarai
 - ❖ Nenmeni
 - ❖ Sukaravarpatti
 - ❖ Nallamanaickenpatti.

3.1.9.2. Weakness

- a) Non – availability of Technical person
- b) Lack in Technical adoption
- c) Competition from abroad like china etc.

3.1.9.3. Opportunities

- a) Availability of natural resources
- b) Diverged business operation
- c) Availability of Manpower

- d) Developed IT field
- e) Better export chance
- f) Availability of waste land
- g) Near to Tuticorin Port
- h) Strong Presence of Enterprising People

3.1.12. Threats

- Tough competition
- b) Non – availability of credit
- c) Non presence of Big industrial estate

3.2. INDUSTRIAL SCENARIO OF VIRUDHUNAGAR DISTRICT

Virudhunagar district is known for concentration of multiple enterprises in different part of the district. Each block is unique in nature. Concentration industry like Match, Fireworks, Printing, Oil Extraction, readymade garments, Brick Making, Surgical cotton, textile products, cement, lime based products, rice mill, paper products, food industry, tin containers, gold jewellery making in different parts of the district the district offer multiple intervention for further development. It attracts the attention of the policy makers and reaches to anchor the industrial development in a balanced manner across the district. Cotton is a major commercial crop of the District and the cotton industry therefore occupies an important place in the economy.

Rajapalayam is the chief centre for spinning mills and ginning factories. Surgical cotton and bandage cloth are manufactured here. Textile mills in the produce a variety of cotton yarn and valued added textile products.

The District has huge deposits of limestone and gypsum, it paves the way to establish lime based and cement industry. Tamil Nadu Cements – a Public Sector

undertaking at Alangulam and Madras Cements – a Private Sector undertaking at Thulukkapatti are two large cement producing units situated in this district.

The market for fire works is likely to grow at the rate of 10 per cent per annum. The annual output is over 50,000 tones, and turn over (at factory cost) around Rs.350 crores according to industrial sources.

3.2.1. Match Industry

In and around, Virudhunagar district, there are 2700 Safety Match factories employing 1, 56,273 workers. The major processes are frame filling, wax dipping, head filling, drying, box framing and filling, side painting, band rolling, dozen packing and chemical grinding. The labourers are exposed to physical, chemical and ergonomic hazards. They are exposed to various chemical hazards mainly potassium chlorate, commercial sulphur, glue, black and red manganese, red phosphorus, antimony glass powder etc.

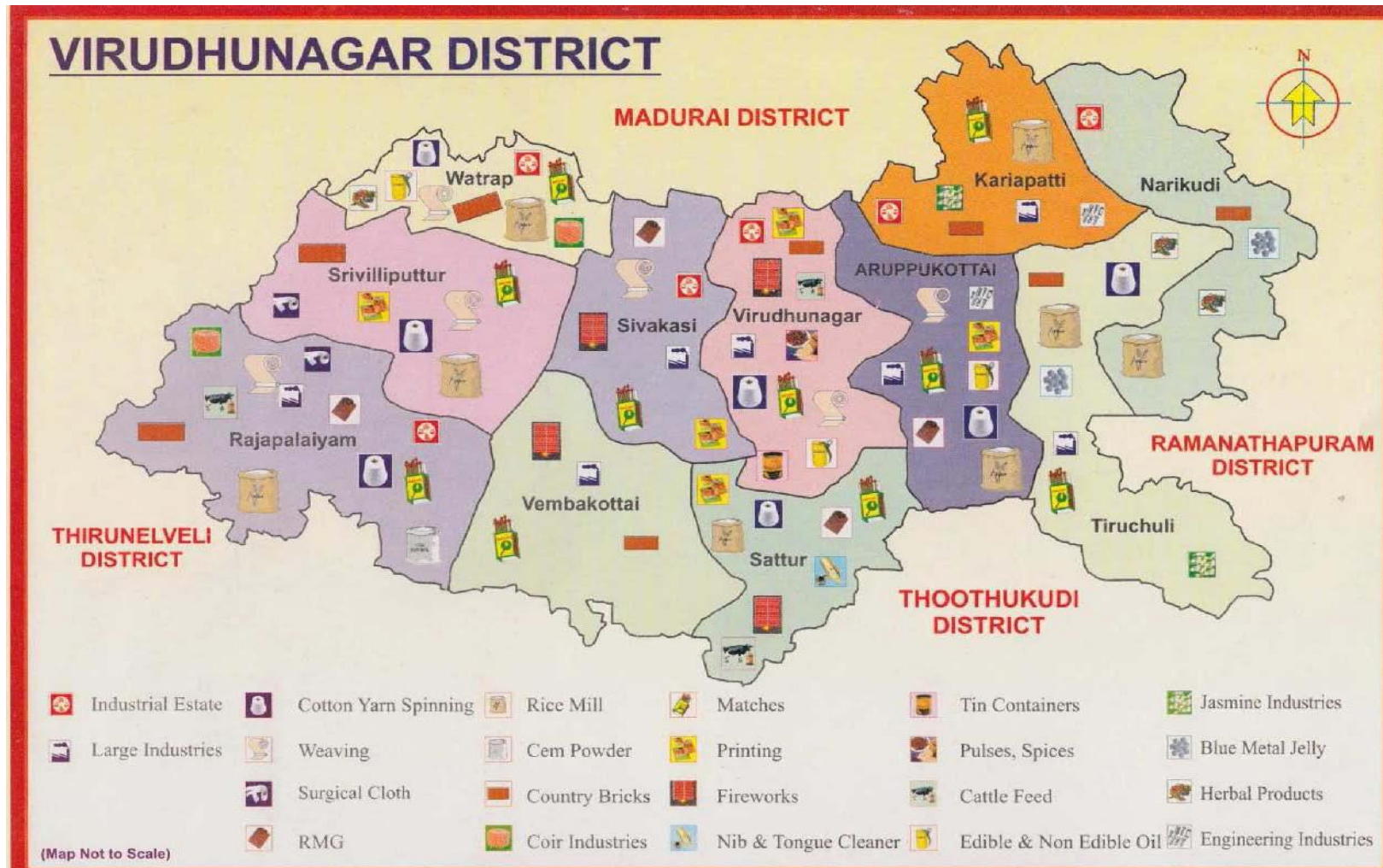
3.2.2. Fire work Industry

Explosives for blasting are also manufactured here. Over 70 per cent of the total production of matches and fireworks in India is manufacture in Virudhunagar District. A large percentage of crackers are exported. Sivakasi, renowned the world over for its printing, Litho Presses, offset printing a city in Germany.

3.2.3. Printing Industry

The printing industry was originally established to supply labels for the match and firework industry. Soon the industry developed and diversified into other areas of printing like books, posters, greeting cards and diaries. Sivakasi now offers state of the art, world class printing facilities.

Figure 3.2
Industries in Virudhunagar District



Source: www.msmedi-chennai.gov.in

3.2.2. Industrial Estates

Two Industrial Estates are functioning at Virudhunagar and Rajapalayam. A Cooperative Industrial Estate is also functioning at Sivakasi. Details of the number of plots and sheds are given below. SIDCO has also constructed Tiny Industrial Sheds at Watrap, Kariapatti and Thiruchuli. These details are given below:

Table 3.3

List of Industrial Estates in Virudhunagar district

Sl.No	Name of the Estate	No. of sheds	No. of shed occupied
1	Sulakkarai, Virudhunagar	54	54
2	Watrap	5	5
3	Tiruchuli	5	5
4	Kariapatti	20	20
5	Rajapalayam	21	21
6	Cooperative Indl.Estate, Sivakasi (Plots)	159	159

Source: District Industrial Centre, Virudhunagar.

3.2.3. Industry in Virudhunagar District

- Abi's coffee, Virudhunagar
- Hanuman Coffee, Virudhunagar
- Maami's Masala, Virudhunagar
- Standard fireworks, Sivakasi
- Lovely cards, Sivakasi
- Match factories at Sivakasi, Sattur ,Virudhunagar
- Fireworks, Offset Printing Presses at Sivakasi
- Nib Industry at Sattur
- Ginning, Spinning & Weaving Mills, Rajapalayam.
- Tamilnadu Cements, Alangulam.

3.2.4 Block wise Micro/Small/Medium enterprises in the district with numbers, Investment and employment

Table 3.4

Investment and employment through MSME Virudhunagar district

Sl.No	Block name	Micro			Small			Medium		
		No.	Inv.	Emp.	No.	Inv.	Emp.	No.	Inv	Emp.
1	Aruppukottai	1468	1394.99	4715	2	3030.75	474	-	-	-
2	Kariapatti	312	74.40	716	-	54.65	54	-	-	-
3	Naikudi	67	44.10	224	233	-	-	-	-	-
4	Rajapalayam	1916	1394.9	5754	137	5970.7	894	1	836	175
5	Sattur	2663	1122.5	7511	384	3460.8	1551	-	-	-
6	Sivakasi	3630	11419	1011	113	9676.5	2757	3	2428.	266
7	Srivilliputhur	914	920.92	2311	2	2854.5	315	1	789	194
8	Tiruchuli	179	68.88	376	2	54.14	26	-	-	-
9	Vembakottai	115	349.08	1254	16	60.17	24	-	-	-
10	Virudhunagar	2669	1036.4	6754	6	417.65	64	-	-	-
11	Watrap	201	119.67	475	-	-	-	5	-	-
	Total	14134	17944.84	31101	895	25579.86	6159	10	4053	635

Source: www.msmedi-chennai.gov.in/

3.2.5. Major Industrial Groups In Virudhunagar District

- TVS Groups
- RAMCO Groups
- Jeyavilas Groups
- Naatchiyar Groups
- Arumuga Group of Industry
- Subburaj Cotton Mills Group
- Standard Group of Industry
- Arasan Group of Industry

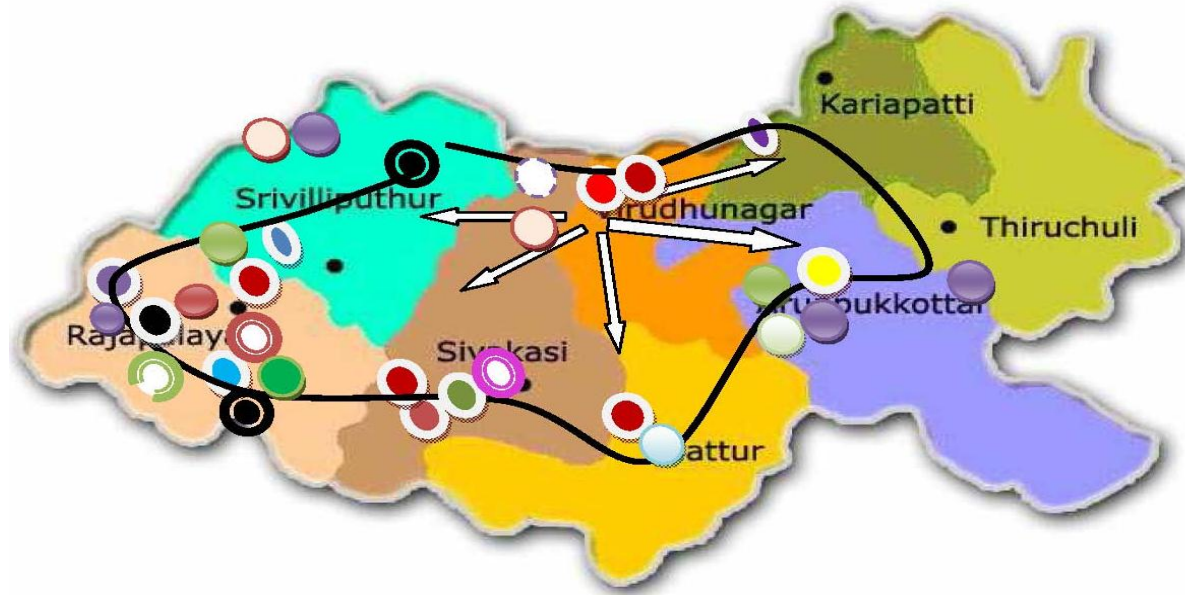
3.2.6. Other Industry in Virudhunagar District

Paper Surgical Cotton, chilies, file works, safety match, textile products Service Virudhunagar district is witnessing a strong presence of service enterprises and foot loose industry. Major contribution has emerged from service enterprises.

The following service enterprises are having visible presence in Virudhunagar regions Hotel, Hospitality enterprises, Hospital, restaurant, Industrial consultancy, educational instructions ,web site developing, two4 wheelers servicing and repairing, tutorial, BPO, private telephone, Marriage Bureaus, electric and electronic goods servicing and repairing, Travel Agency, Gas Agency, Construction consultancy, Marriage items hiring, industrial Testing Labs. Advertising Agencies. Marketing Consultancy. Typing Centres. Desk Top Publishing. internet Browsing/Setting up of Cyber Café Auto Repairs, Services, Garages, Laundry & Dry, X-ray clinic. Cleaning. Animal dispensary,, Weigh Bridge. Blue Printing and enlargement of drawing/designs facilities, Operation of Cable TV Network. Beauty Parlors.

Figure 3.3

Other Industry in Virudhunagar District



	Oil extraction		Printing
	Coir products		gold ornaments
	Milk food		Cattle feed
	Readymade garment		Rice
	Fireworks		lock
	Safety match		Floriculture
	Fire works		Surgical cotton
	weaving		Textile
	Nib		Brick
	Lime based		Herbal
	Paper products		

Source: www.msmedi-chennai.gov.in/

3.3. TALUKS IN VIRUDHUNAGAR DISTRICT

There are 8 Taluks in Virudhunagar District. They are

1. Virudhunagar
2. Sivakasi
3. Sattur
4. Srivilliputhur
5. Rajapalayam
6. Arrupukottai
7. Kariapatti
8. Tiruchuli

3.3.1. Sivakasi

Sivakasi was constituted as Third Grade Municipality in the year 1920. Upgraded as II Grade Municipality in the year 1978 (21.08.1978). It was upgraded as First Grade Municipality in the year 1978 (1.10.78). This Municipality was awarded as “Selection Grade” in the year 1998. Sivakasi town area was included within the jurisdiction of the Municipality. The Municipal office is situated nearby 0.5 K.m West from the bus – stand.

Sivakasi Town lays 22 K.m. south west of Virudhunagar town and 2.5K.m West of Madurai – Tirunelveli National highway. The town is located 74 Kms from Madurai on North in Virudhunagar District. The town is well connected to all surroundings area by major district roads. The area of the town is 6.89 Sq.K.m. The town is well connected by State Highways with Sattur, Virudhunagar, Srivilliputhur, Vembakottai and nearly important locations.

Sivakasi is town of antiquity and one of the holy places for the Hindus in Tamil nadu. The town is known for its Fire Crackers and has attained importance for the same nationally and internationally.

Sivakasi town is located 74 Km South of Madurai city. It is in Taluk head quarters. The total length of the roads and streets in Municipal area is 56.95 Kms. The Municipal limits of the town cover in the area of 6.8 Sq.Km. The safety matches manufacturing industry in Sivakasi are nation reputation and several such units dot the entire urban scope up the town.

3.3.1.1. Industry in Sivakasi

Sivakasi is a big industrial centre, thanks to its enterprising and work conscious people. It is situated in Virudhunagar district of Tamilnadu state. It is a dry and hot region. Sivakasi is well known all over India for its industry like Fire works, Match Industry, Printing Industry. In fact the whole country depends on Sivakasi for its supply of fireworks and matches. As these industry are well developed, Sivakasi is nick-named "*Little Japan (Kutty Japan)* in India" was given by Mr. Jawaharlal Nehru (First Prime Minister of INDIA).

3.3.1.2. Match Industry

Sivakasi is famous for its match industry, fireworks and printing industry. Some of the most advanced printing units in the country are located in SIVAKASI offering the state of facilities. Approximately 70 Per cent of the total production of matches and fireworks in India are manufactured in Sivakasi. A unique characteristic of Sivakasi is that none of the raw materials for the Printing, Match and Fireworks industry are available in Sivakasi. The veneers and splints for the Match industry are obtained from

Kerala and Andaman. Similarly, paper for the Printing industry is procured from many places in India and Overseas.

The match works industry in Sivakasi has emerged as a premier supplier of value added items earning high foreign exchange. Over the past six years there has been a phenomenal change in technology and large numbers of sophisticated computerized machines with full fledged processing units and other machinery required in match works industry have been imported. The yearly additional requirements of skilled and unskilled workers are now estimated to be in the range 10,000 to 25,000 and the supply tells short of the demand. On the other hand the employees at these industry feel that they are adversely affected by unrealistic schedules, unfair wages, extended working times, forced overtime work late arrival of materials for production erratic reshuffling of work schedules, congested work places, low levels of autonomy in their jobs, lack of managerial expertise and provisions to solve their problems etc, which are all closely related to the quality of their job satisfaction.

Match work industry plays a crucial role in the promotion and development of economy. It is one of the explosive industry. The production of match work products are manual one labourer is an important factor of production in the match work industry. Match work industry are mainly employing skilled, semi-skilled and unskilled workmen's those who are neither educationally qualified nor technically experienced. The worker can learn and get knowledge from only by doing the work. They are get wages on the basis at their performance in terms of output or by time. In this study the researcher to study how for the workers are satisfied with their jobs, working conditions. So far still now they are unable to understand their own rights and duties.

Hence the researcher made to study the quality of job satisfaction at match works industry in Sivakasi.

3.3.1.3. Fire Works Industry

The discipline of Fire Works is technology called "Pyrotechnics". It is derived from the Greek Word "Pyre" meaning fire and techniques meaning an art. The first Fireworks industry was started in 1923.

Types of Fire Works

There are four types of fire works

1. Noise (Crackers)
2. Light (Sparkers)
3. Motion (Rockets)
4. Mixture of noise, light, motion (Fancy or display)

Significance of the Fire Works

The fire work process are paper tube making, Wire cutting, Box making sale distribution in the country side. The market for fire works is likely to grow at the rate of 10Per cent per annum. The annual output is over 50,000 tones, and turn over (at factory cost) around Rs.350 crores according to industrial sources. State Government collected about 40 million rupees by way of sale tax from fire works alone.

Fireworks in Sivakasi also produced Military Weapons training items. They are used for training on Japan. Some airports are using Sivakasi Rocket to scare away birds to avoid bird hits of aircrafts.

The accident rate is much below 1 per cent in Fire Works industry while in all other industry it was range from 5 to 47 percentages.

Acts Regulating Agencies

Being a hazardous industry, the units are regulated by a host of Law such as the Explosive Act 1984, Explosives rules 1983, the Arms Act 1959 and Arms rules 1962.

The regulating agencies include the Department of Explosives of Government of India and various Departments of State Government.

Printing Industry

Sivakasi, renowned the world over for its printing, Litho Presses, offset printing machines of which is the second largest number in the world, next to Guthenburg, a city in Germany. Around 450 printing presses including offset & flexo types are located in and around Sivakasi.

The whole printing industry in Sivakasi salutes to founder respected Sri. S. Kaliappa Nadar. In 1937 he established "Sivakasi Industrial Printing Works", thus paved way for the offset printing Technology in Sivakasi.

More than 50,000 workers are engaged in printing and allied industry. The town has a school of printing technology that produces every year of about 150 candidates were placed in India and in other Gulf countries.

Security jobs like printing bank Cheque books, flight tickets and lottery tickets were undertaken by the leading presses in Sivakasi. Most of the leading presses are successfully competing with the international bidders, especially in Asia in the export

quality printing of Children's books, notebooks, magazines, greeting cards, calendars, trade labels and cartons.

The most complex and variegated part of the entire production process is finishing and binding. Sivakasi is most proud to achieve outstanding results, which have amazed many of its international customers.

3.4. SATTUR

Sattur is a town in Virudhunagar district in the Indian state of Tamil Nadu. In 1937 elections Former chief minister of Tamil Nadu K.Kamaraj had first won unopposed as a M.L.A in Sattur constituency in the party Indian National Congress.

The town is located in the bank of Vaippar river. Sattur taluk has contents of black soil around the town, suitable for crop cultivation. The town lies in NH 7 and has very good road and railway connectivity.

Sattur Municipality is upgraded from Town Panchayat to III Grade Municipality As per G.O.56 Rural Development and local Administration dated. 16-1-1970 with effect from 17-1-1970. Since 9-5-83 as per G.O.No.651 date 9-5-83 this Municipality up graded as the Second Grade Municipality and continues its function in good condition. As per G.O.Ms.No.135 dated. 11-6-1996 (MAWS Dept) Sattur Municipality divided in to 24 wards one ward is reserved for S.C. & S.T. (Female) and 7 Wards reserve red for Female (General) and the rest of 16 wards reserved for General. There is no extension of area during this current year and the total area of the Municipality is 3.83 K.m.

3.4.1. Location of Municipal Office

The Municipal office is situated nearly 0.5 kms south from bus stand, on Sattur to Tirunelveli National Highways Road. N.H.7.

3.4.2. Location of the Town

Sattur town lies 75 km south of Madurai city and 22 km South of Virudhunagar town on the Kashmir – Kanyakumari National Highway No.7, being a Second grade municipality with an area of 3.83 sq. km. The town has a population of 31274 as per the 2001 census.

3.4.3. Transportation Linkages

The town is well connected, by the N.H. 7, (Thiruchendur - Tuticorin with Madurai city, and a Major District road with Virudhunagar Aruppukottai, Paramakudi, and Rameswaram town. The town is also linked with Virudhunagar by Broad gauge Railway line.

3.4.4. Temperature

The maximum temperature during summer is 37.5c during winter it is 34.2c The Minimum temperature varies from 26c to 28c .

3.4.5. Rain Fall

The town gets major rainfall during the North east monsoon period. The Annual normal rainfall varies from 150 mm to 250 mm.

3.4.6. Nature of Soil

The major groups of soils that are found in the town are black.

3.4.7. Industry in Sattur

Sattur is well known as a fountain-pen nib manufacturing centre. It is probably the only place in India that continues to this date, in this line of business as a Cottage Industry. Other small scale cottage units like Printing press, Fireworks and Match box/Matchstick industry are also present, scattered around the town. Stainless steel tongue cleaner is another important product that is manufactured here and supplied throughout India. Fathima Steel Rolling mill involves in this work for more than four decades.

3.4.7.1. Match Industry

A fairly large part of the population is involved in Matchstick manufacturing industry. Also, there are timber depots and raw material suppliers exclusively for the safety match and firework sectors in this area. Match sticks are manufactured in the biggest manufacturing named Mangai match works which is in the village Chatirapatti.

Match-stick frames (a collection of wood-strips to hold individual match sticks), Racks (stacks holding individual frames), and various other items for match factories continue to be supplied locally as also to various other parts of Tamil Nadu. Log-wood, another raw material for these industry is procured from other nearby towns such as Tenkasi, Nagercoil and the neighboring state Kerala.

3.4.7.2. Food Industry

Sattur is the native forever tasty world famous snack "Kara Sevu" which is a good combination with tea and even as a side dish for food. The "Shunmuga Nadar Mittai kadai" is famous in preparing this famous table. Laddu Karuppasamy produces

Laddu which is very famous in Sattur. Sattur is also famous for the sweet called as 'Sattur Seerani' Or 'Karuppatti Mittai'.

3.5. SRIVILLIPUTHUR

Srivilliputhur town is located at the foot hills of the Western Ghats 77km south west of Madurai and Madurai-Shenkottai National Highways (NH 208). The Virudhunagar-Tenkasi Broad Gauge chord line of Southern Railway passes through this town which is well connected by Major District Roads with surrounding areas. The town has a population of 73181 as per the 2001 census, being a first grade Municipality with an area of 5.718 sq.km.

The Municipality was constituted with effect from 4/10/1894 and has been classified as 1st grade Municipality with effect from 29.3.84 in G.O.Ms.No.498 Rural Development and Local Administration Department Dated 29.3.84. The area of the Municipality is 5.718 sq.kms and it comprises of revenue villages as Srivilliputhur Kaspas, Singammalpuram, North, Srivilliputhur, Athikulam, Sengulam and Inam Nachiar koil.

3.5.1. Transportation Linkages

The town is well connected by NH 208 (Thirumangalam-quilon) with Madurai City and Major District Roads with Virudhunagar and Sivakasi towns. The town is also linked with Madurai city by Broad gauge Railway line.

3.5.2. Temperature

The maximum Temperature during summer is 39 degree C and during winter is 30 degree C. The minimum temperature varies from 24.5 degree C to 26 degree C. The mean humidity is 67.4Per cent which varies from 58.6Per cent to 74.2Per cent.

3.5.3. Rain Fall

The town gets major Rainfall during the north east monsoon period. The annual normal Rain fall varies from 400mm to 850mm. The average annual Rainfall being received in the town is 811mm. In the year 2006, rain fall 894.02 mm received.

3.5.4. Nature of Soil

The major groups of soils that are found in the town are black cotton soil and red varieties. The black cotton soil constitutes 60Per cent while red soil only 40Per cent

3.5.5. Match Industry

A few amounts of people is employed in Match industry. There are 7 Match factories in Srivilliputhur. They are

1. Amudha Match Industry
2. Anand Match Works
3. Anu Match works
4. Aruna Match Industry
5. Rasi Match works
6. Sathappa Match works
7. Venus Match works

3.6. RAJAPALAYAM

Rajapalayam is one of the cities that expose the Indian culture clearly. It is an important town in Virudunagar district and is the Taluk (also spelt as Taluka) headquarters of Rajapalayam Taluk. It is situated 85-km southwest of Madurai. Five roads are radiating from Rajapalayam on the north of Madurai on the south of Tenkasi and Sankarankovil on the east of Chattarapatti and on to the west to mountains and

Ayyanar falls. Rajapalayam is one of the important trade centres for several adjoining villages due to its strategic location on the NH208 connecting Quilon in Kerala to Tirumangalam near Madurai.

Rajapalayam town has been constituted as

- Grade III municipality on 1.10.1941,
- Grade II municipality on 1.04.1955,
- Grade I municipality on 1.04.1975
- Selection grade municipality on 14.12.1989 and
- Special Grade municipality from 02.12.2008

3.6.1. Location of the Town

Rajapalayam is a fast developing Industrial town, located about 90 k.m south of Madurai on the Madurai-Quilon National Highway No.208. Rajapalayam Town is situated at the foot of Western ghat which stretches from Maharastra to Nagercoil (Tamilnadu) through Kerala State. The town grew as a centre for cotton hand looming and weaving that has made the town a more significant zone in Virudunagar district. It has cotton mills and a cement factory.

3.6.2. Transportation Linkages

Rajapalayam is well connected by road with the neighboring towns and cities of the state. For local transportation, taxis and auto rickshaws are available.

3.6.3. Temperature

The climate of Rajapalayam town is hot and dry and the temperatures range between a maximum of 39°C and minimum of 26°C.

3.6.4. Rain Fall

The town gets major rainfall during the south west monsoon period. The Annual normal rainfall varies from 300 mm to 830 mm. The average annual rainfall being received in the town is 830 mm.

3.6.5. Nature of Soil

The major groups of soils that are found in the town are black and black loamy soil, which is very much suited for the cultivation of cotton, chillies and millets.

3.6.6. Industry in Rajapalayam

Rajapalayam has no organized or planned commercial area except one municipal market. The commercial activities are taking place on both sides of Madurai - Tenkasi road. All type of commercial activities like wholesale retail business of all kinds such as textile show rooms, leather goods, furniture shops, automobiles, lodges are found along the main roads. The total area works out under commercial use is 36.75 hectares which constitutes 3.86 Per cent of town and 4.81 Per cent of the total developed area. Commercial area includes 7 theatres and 5 kalyanamandapams.

The industrial area are in use of 81 hectares which constitute about 10.73 Per cent of the total developed area and 8.51 Per cent of the total area of the town, textile mills, ginning factories, power room processing factory, surgical cotton mills and some match industry are the major industry at Rajapalayam. Giowri house metal works, sriram products, Sri Ramalinga mills, alamelu spinners ginning factory, Rajapalayam cotton processing factory, Sri Jayajothi & co ramraja surgical cotton mills are some of the important factories in the town.

3.7. ARRUPUKOTTAI

Aruppukottai Municipality is formed with three improvement areas called by name Peria Puliampatti and Chinna Puliampatti and Aruppukottai town. Area of this Municipality is 14.96 sq.kms. As per G.O.M.S No.1978, Town Planning and Local Administration dated 28.11.1947, Aruppukottai Panchayat was upgraded to the Third Grade Municipality with effect from 1948 and subsequently it was upgraded as the Second grade Municipality, as per G.O.No.363 dated 1.04.1953. This Municipality is upgraded as the First Grade Municipality from 2.06.1979 as per G.O. No. 876 dated 2-6-1979. As per G.O.NO.135 dated 11.06.1996, Aruppukottai Municipality has been divided into 36 wards and one ward is reserved for scheduled caste and Scheduled tribe (Male) and one ward is reserved for SC & ST (Female). 11 Wards reserved for Female (General) and the rest of the 23 wards for male (General) Wards.

3.7.1. Location of the town

Aruppukottai town lies 50 km south of Madurai city and 20 km East of Virudhunagar town on the Tuticorin – Madurai National Highway road Extension No.49B, being a First Grade Municipality with an area of 14.96 sq.km.

3.7.2. Transportation Linkages

The town is well connected, by the N.H.49B, Tiruchendur – Tuticorin with Madurai city, and a major district road with Virudhunagar, Aruppukottai, Paramakudi, and Rameswaram town. The town is also linked with Virudhunagar and Rameswaram city, by a meter gauge Railway line.

3.7.3. Temperature

The maximum temperature during summer is 34°C and during the winter it is 25 degree centigrate. The minimum temperature varies from 26°C to 32°C. The mean humidity is 80.2 per cent which varies from 74 per cent to 85.8 per cent. The seasonal climate conditions are moderate and the weather is uniformly salubrious.

3.7.4. Rain Fall

The town gets major rainfall during the south west monsoon period. The Annual normal rainfall varies from 75 mm to 200 mm. The average annual rainfall being received in the town is 150 mm.

3.7.5. Nature of Soil

The major groups of soils that are found in the town are black and clay varieties. The clay soil constitutes 90 per cent while black soil only 10 per cent.

3.8. TIRUCHULI

Tiruchuli is a village about 15 kilometers to the east of Arrupukottai, 40 km east of Virudhunagar and 45 km south of Madurai in Tamil Nadu, India. It is considered to be a very holy place, in large part because it is the birthplace of Sri Ramana Maharishi, held by many to be the most revered Indian saint of the 20th century. The place also has a rich Saivite temple, Thirumeni Nathar Temple, one of the oldest ones in South India; the god in this temple is even worshipped by most of the popular 63 Saivites in Tamil Nadu. Tiruchuli is located on the western bank of the Gundar.

3.9.1 Infrastructure

The river Gundaru is running at east side of the village. A big lake is at west side of the village. The main work is agriculture. Most of government staff and school teachers who are working in Tiruchuli and surrounding villages are staying here

Tiruchuli is having own Railway station, Taluk Office, Police station, Post office, treasury, Government hospital and good schools.

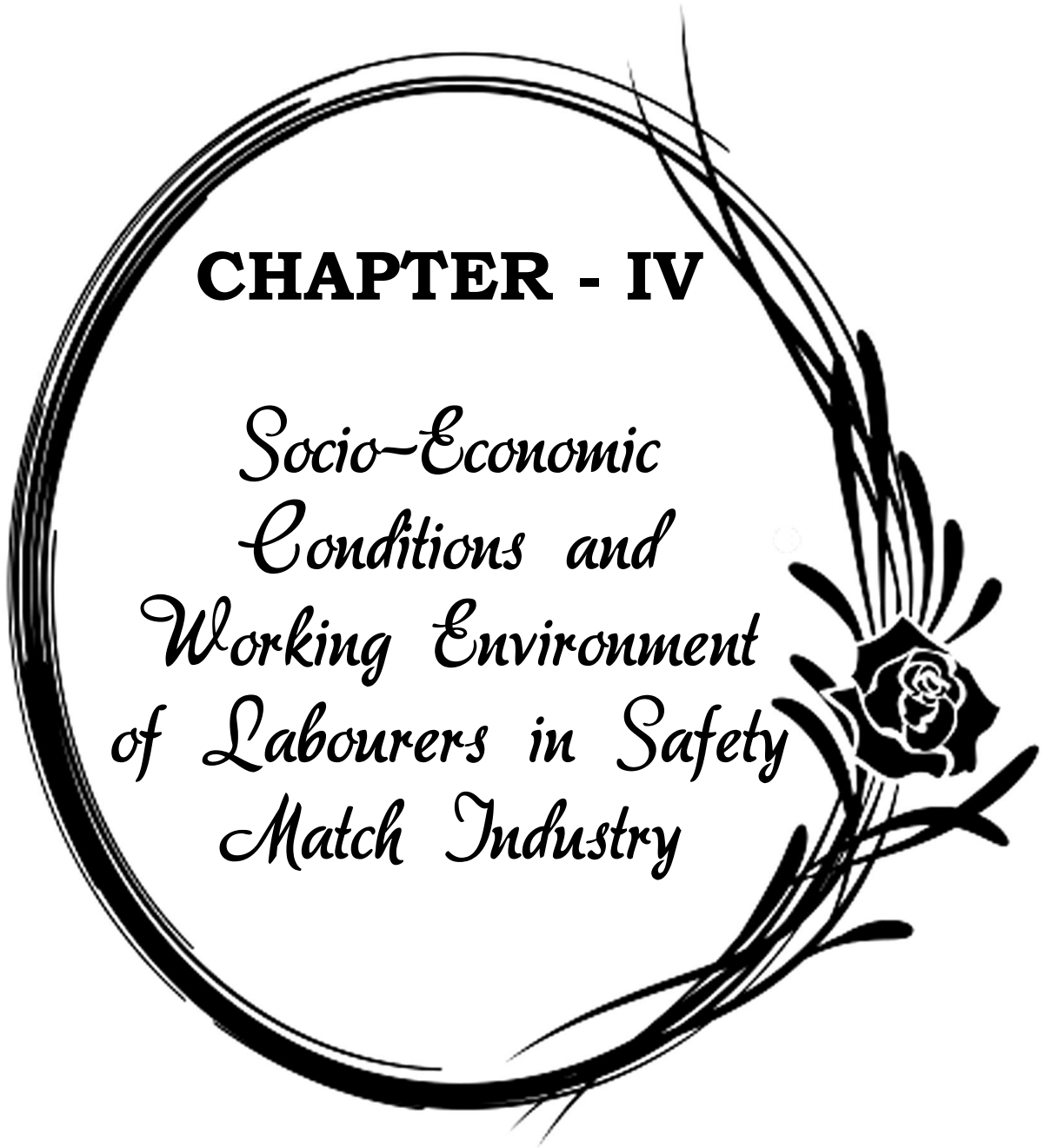
3.9.2. Education

There are four Schools in the Taluk of Tiruchuli. They are

- T.U.N.S.V.Hr Sec School
- Hindu Satriya Vidyala Primary school
- Sedupathy Primary School
- Muthu Primary School

CHAPTER - IV

*Socio-Economic
Conditions and
Working Environment
of Labourers in Safety
Match Industry*



CHAPTER - IV

SOCIO ECONOMIC CONDITIONS AND WORKING ENVIRONMENT OF THE RESPONDENT AND THEIR PROBLEMSIN SAFETY MATCH INDUSTRY

- Introduction
- Socio-Economic Conditions of the Labourer Working in the Match
Industry – Data Interpretation

CHAPTER - IV

**SOCIO ECONOMIC CONDITIONS AND WORKING
ENVIRONMENT OF LABOURERS IN SAFETY
MATCH INDUSTRY**

4.1 INTRODUCTION

This chapter deals with the socio-economic conditions and the working environment of labourers working in the safety match industry in Virudhunagar district. Necessary primary data were collected by the researcher through interview schedule developed for this purpose.

The respondents were grouped in to three categories namely rural, semi-urban and urban for analyzing their socio-economic conditions such as age, gender, marital status, educational qualification, and number of children, place of residence, nature of family, number of family members, and number of earning members in the family, occupation of spouse, monthly income, monthly household expenses, monthly family income and monthly savings. Moreover the working environment and the reasons for working in the safety match industry were also dealt in this chapter.

Necessary statistical tools were used for analyzing the socio economic conditions of the respondents, the reasons for working in the safety match units and their working environment in relation to the location.

4.2 SOCIO ECONOMIC CONDITIONS OF THE LABOURERS WORKING IN THE SAFETY MATCH INDUSTRY

In this socio economic conditions of the labourers working in the safety match industry includes such as age, gender, marital status, educational qualification, and number of children, place of residence, nature of family, number of family members, and number of earning members in the family, occupation of spouse, monthly income, monthly household expenses, monthly family income and monthly savings. These datas are analyzed with the help of simple percentage method and presented through the tables.

4.2.1 Age wise classification

Workers of different age groups have been working in safety match industry. The Table 4.1 furnishes the age wise classification of the respondents of safety match industry inVirudhunagar district.

Table 4.1

Age wise classification of Respondents

Age (in Years)	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Less than 20	18(6)	26(18.6)	16(10.0)	60(10)
20-30	100(33.3)	50(35.7)	70(43.8)	220(36.7)
30-40	150(50.0)	52(37.1)	46(28.6)	248(41.3)
Above 40	32(10.7)	12(8.6)	28(17.6)	72(12.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

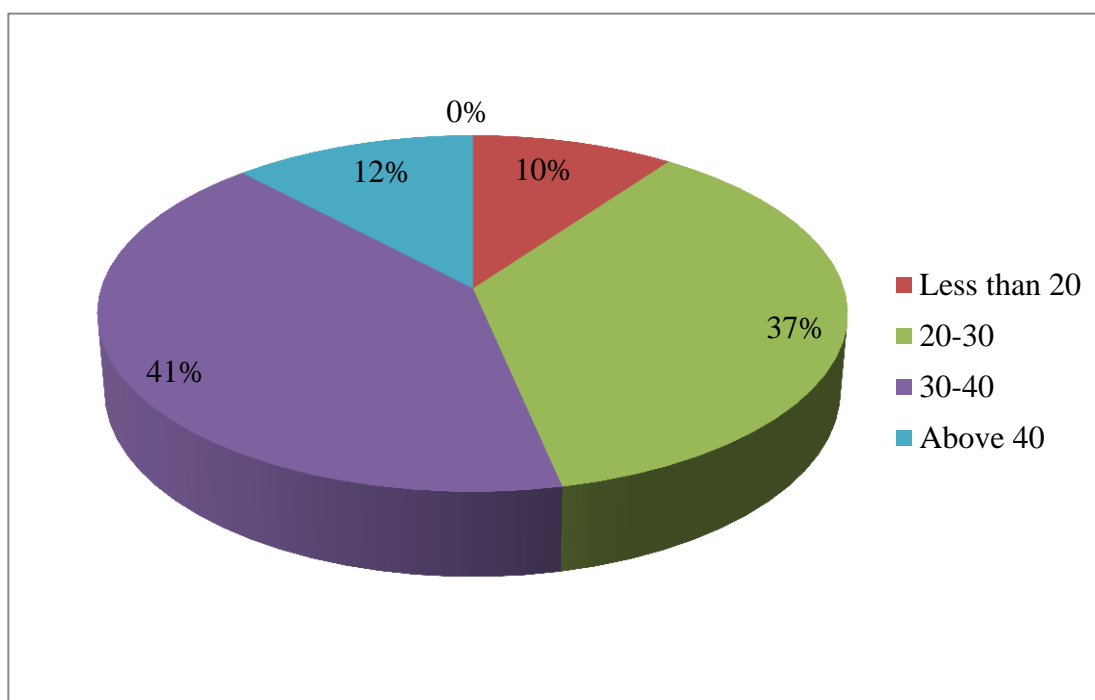
(Figures in the parentheses indicates percentage)

It could be inferred from the above Table that out of 600 respondents, 41.3 per cent are in the age group of 30 to 40 years followed by 36.7 per cent are in the age group of 20 to 30 years, while 12 per cent are in the age group of above 40 years and the remaining 10 per cent are in the age group of below 20 years.

From Table 4.1, it is understood that among the respondents of rural safety match industry about 50 per cent are in the age group of 30-40 years, while 33.3 per cent of the respondents are in the age group of 20 to 30 years. In the case of semi-urban safety match industry about 37.1 percent of the respondents are in the age group of 30-40 years while in the case of urban safety match industry 43.8 percent of the respondents are in the age group of 20-30 years. On the whole majority of the respondents belong to the age group of 30-40 years.

Figure 4.1

Age wise classification of Respondents



4.2.2 Gender wise classification of respondents

Workers of two different gender groups namely male and female have been working in the safety match industry in Virudhunagar district. The following Table 4.2 shows the gender wise classification of respondents of safety match industry in Virudhunagar district.

Table 4.2
Gender wise classification of Respondents

Gender	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Male	88(29.3)	40(28.6)	32(20.0)	160(26.7)
Female	212(70.7)	100(71.4)	128(80.0)	440(73.3)
Total	300(100)	140(100)	160(100)	600(100)

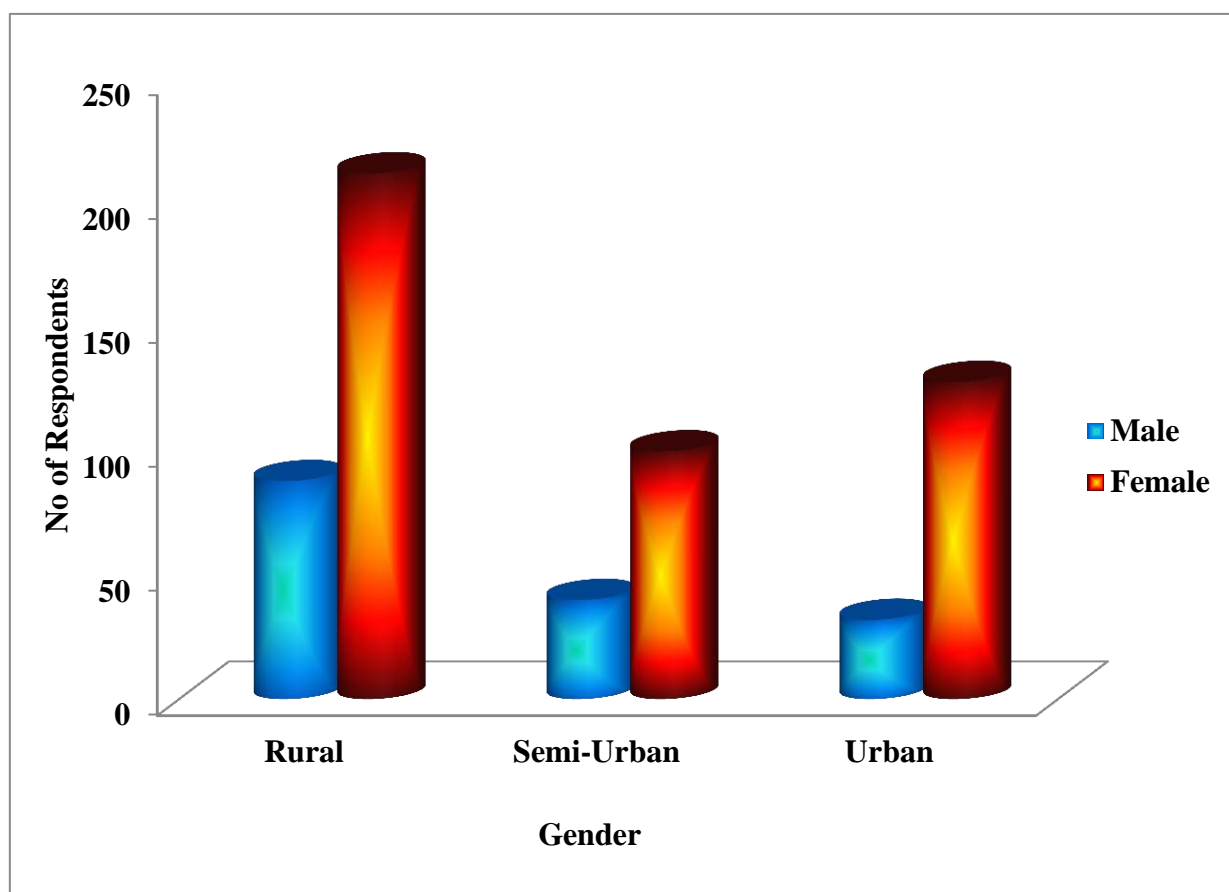
Source: Primary data

(Figures in parentheses indicates percentage)

From Table 4.2 it could be inferred that out of the 600 respondents, 440 respondents (73.3 per cent) are female and the remaining 160 respondents (26.7 per cent) are male. It is evident from Table that more number of female workers are working in safety match units in the study area. Moreover the above Table shows that out of 300 respondents of rural safety match units, 70.7 per cent of the respondents are female and the remaining 29.3 per cent are male.

Table further shows that among the respondents of semi-urban safety match units, 71.4 per cent are female and the remaining 28.6 per cent are male. In the urban safety match units, 80 per cent of the respondents are female and the remaining 20 per cent are male. This shows the domination of female over male in the safety match industry in the study area.

Figure 4.2
Gender wise Classification



4.2.3 Educational Qualification wise classification

Education is of paramount importance for the proper growth and development of the individual. It plays an important role in one's life in the sense that it helps in shaping the right kind of life style in the human beings. Workers with different literacy have been working in the safety match industry. The following Table 4.3 shows the educational qualification of wise classification of workers of safety match industry in Virudhunagar district.

Table 4.3

Educational Qualification wise classification of Respondents

Literacy	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Illiterate	56(18.7)	60(42.9)	96(60)	212(35.3)
5 th	18(6.0)	24(17.1)	34(21.3)	76(12.7)
8 th	22(7.3)	40(28.6)	22(13.8)	84(14)
10 th	44(14.7)	8(5.7)	4(2.5)	56(9.3)
Diploma	158(52.7)	4(2.9)	2(1.3)	164(27.3)
Graduate	2(.7)	4(2.9)	2(1.3)	8(1.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.3 shows that out of 600 sample respondents, 35.3per cent are illiterates, 27.3 per cent of the respondents are diploma holders. The respondents constituted 14 percent are having education up to 8th standard.

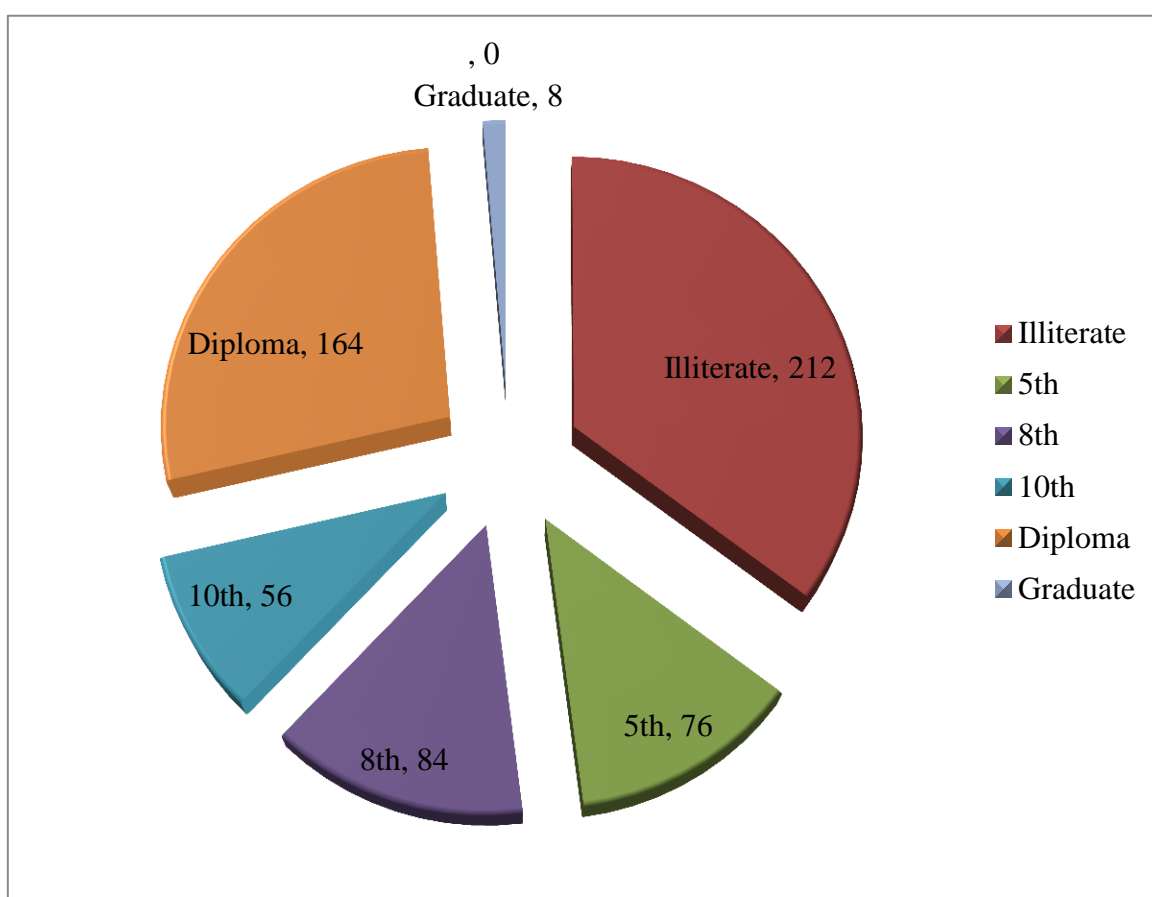
It is evident from the study that among the respondents of rural safety match units,52.7 per cent of the respondents are having diploma, 18.7per cent of the respondents are illiterate and 14.7 per cent of the respondents have studied up to

10th standard. In the case of semi-urban safety match units, 42.9 per cent of the sample respondents are illiterates.

In the urban safety match units, 60 per cent of the respondents are illiterate followed by 21.3 per cent of the respondents have studied up to 5th standard. It is inferred from Table 4.3 that majority of the respondents are illiterates irrespective of the location of the safety match units.

Figure 4.3

Educational Qualification wise classification of Respondents



4.2.4 Marital status wise classification

Workers of different marital status have been working in the safety match industry. They are married, unmarried and widow. The marital status wise classification of the sample of respondents of safety match industry in Virudhunagar district is presented in the following Table 4.4.

Table 4.4

Classification of Respondents according to Marital status

Marital Status	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Married	274(91.3)	98(70)	132(82.5)	504(84)
Unmarried	26(8.7)	42(30)	24(15)	92(15.3)
Widow	-		4(2.5)	4(0.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The above Table 4.4 shows that out of 600 respondents majority of the respondents (84 per cent) are married and 15.3 per cent of the respondents are unmarried and the remaining (0.7 per cent) are widows. It is found that most of the respondents are married.

The above Table 4.4 also indicates that out of 300 respondents of rural safety match industry, 91.3 per cent are married and the remaining 8.7 per cent are unmarried. Among 140 semi-urban respondents 70 per cent are married and the remaining 30 per cent are unmarried. As regards 160 urban respondents, 82.5 per cent are married, 15 per cent are unmarried and 2.5 per cent are widows. It is evident from Table 4.4 that majority of the married respondents are working in rural area safety match units in the study area.

4.2.5 Number of Children

The respondents are classified and grouped according to the number of children they are having. The Table 4.5 shows the classification of respondents according to number of children.

Table 4.5

Classification of Respondents According to Number of Children

Number of Children	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
1	110(40.1)	18(12.9)	20(15.2)	148(24.7)
2	148(54)	64(45.7)	84(63.6)	296(49.3)
3	14(5.1)	12(8.6)	14(10.6)	40(6.7)
4	14(5.1)	24(17.1)	28(17.5)	66(11)
Above 4	14(5.1)	22(15.7)	14(8.8)	50(8.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

(Figures in parentheses indicates percentage)

The Table 4.5 shows that out of 600 respondents, around 49.3 per cent of the respondents are having 2 children and 24.7 per cent are having only one child. Only 8.3 per cent of the respondents are having children more than 4 children.

In the rural safety match units, respondents with 2 children constitute 54 per cent followed by 40.1 per cent of the respondents have only one child. Among the semi-urban safety match units 45.7 per cent of the respondents have 2 children, while 15.7 per cent of the respondents are having more than 4 children. Among the respondents of urban safety match units, 63.6 per cent have 2 children followed by 8.8 per cent of the respondents are having more than 4 children. On the whole majority of the respondents are having 2 children.

4.2.6 Place of residence

The respondents are classified and grouped according to their place of residence. In the Table 4.10 the respondents are classified in to urban, rural and semi-urban.

Table 4.6
Classification of Respondents According to the Place of Residence

Place of residence	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Urban	38(12.7)	58(41.4)	76(47.5)	172(28.7)
Semi-urban	40(13.3)	70(50)	42(26.3)	152(25.3)
Rural	222(74)	12(8.6)	42(26.3)	276(46)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

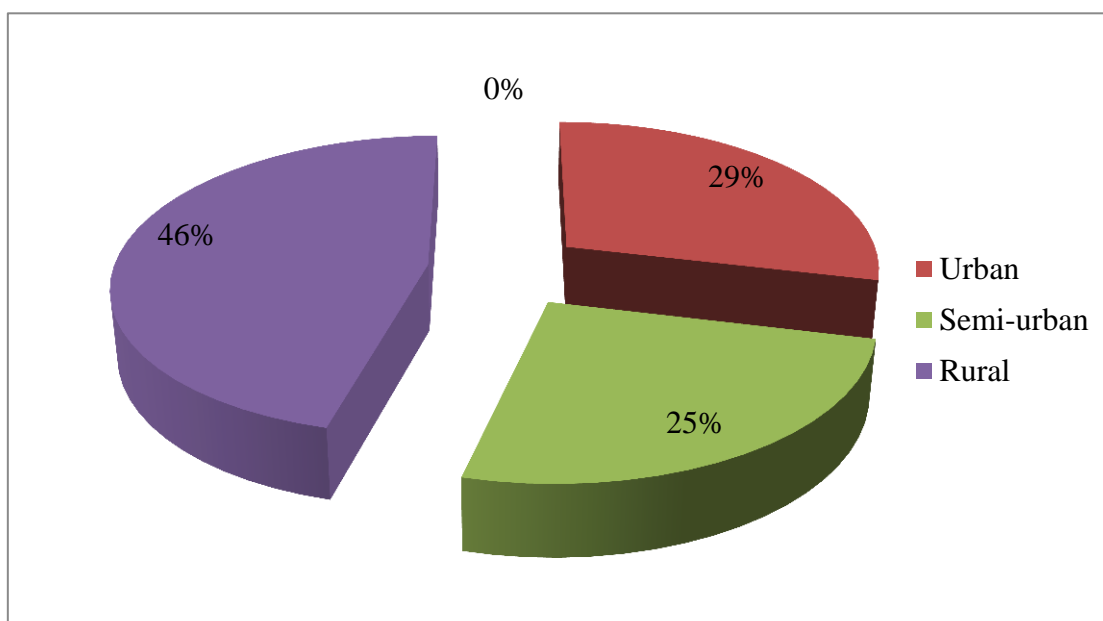
Table 4.6 shows that 46 per cent of the respondents reside in rural areas followed by 28.7 per cent of the respondents reside in urban areas and the remaining 25.3 per cent of the respondents are residing in semi-urban areas. It is clear from Table 4.6 that majority of the respondents are residing in rural areas.

Among the rural safety match units, about 74 per cent of the respondents reside in rural areas and 13.3 per cent of the respondents reside in semi-urban area. Among semi-urban safety match units, majority (50 per cent) of the respondents reside in semi-urban areas, 41.4 per cent of the respondents reside in urban areas and only 8.6 per cent of the respondents reside in rural areas.

It is evident from the Table 4.6 that most of the workers are coming from the place where the match unit are located.

Figure 4.4

Classification of Respondents According to the Place of Residence



4.2.7 Number of family members

Respondents were classified and grouped according to the number of members they are having in their family. The classification of respondents according to the number of members in their family is presented in the Table 4.7.

Table 4.7

Classification of Respondents According to Number of family members

Number of family members	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
2	10(3.3)	20(14.3)	14(8.8)	44(7.3)
3	168(56.0)	50(35.7)	54(33.8)	272(45.3)
4	80(26.7)	62(44.3)	64(40.0)	206(34.4)
5	38(12.7)	-	12(7.5)	50(8.3)
Above 5	4(1.3)	8(5.7)	16(10.0)	28(4.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

(Figures in parentheses indicates percentage)

From the above Table 4.7 it is seen that out of 600 respondents, 45.3 per cent of the respondents are having 3 members in their family followed by 34.4 per cent are having a family size of 4 members and another 8.3 per cent have a family size of 5 members. Respondents having a family size of above 5 members constitute 4.7 per cent. Among the rural safety match unit respondents, 56 per cent of them are having 3 members and 26.7per cent of the respondents having 4 members. In the case of semi-urban safety match units, 44.3 per cent of the respondents have a family size of 4 members and 35.7 per cent of the respondents are having 3 members in their family. As regards the respondents of urban safety match units, about 40 per cent of the respondents are having 4 members and 33.3 per cent of the respondents are having 3 members. It is evident from the Table 4.7 that majority of the respondents are having 3 members in their family.

4.2.8 Number of earning members in the family

The number of earning members per family represents the family members who are earning by their own efforts, irrespective of the source of earning. The earning members per family reveal the family income and the standard of living of the family members depends on the family income. Classification of respondents on the basis of the number of earning members is presented in the Table 4.8.

Table 4.8
Number of earning members in the Respondents' family

Number of earning members in the family	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
1	6(4.0)	12(17.1)	8(10.0)	26(8.8)
2	142(94.6)	58(82.9)	62(77.4)	262(87.2)
3	1(0.7)	-	3(3.8)	4(1.3)
4	-	-	2(2.5)	2(0.7)
5	1(0.7)	-	3(3.8)	4(1.3)
Above 5	-	-	2(2.5)	2(0.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

From the above Table 4.8, it is seen that out of 600 respondents, 87.2 per cent of the respondents have two earning members in their family followed by this 8.8 per cent of the respondents are having only one earning member. In rural safety match units, the number of respondents who have two earning members per family constitute 94.6 per cent and 4 per cent of the respondents have only one earning member in the family. Among the respondents of semi-urban safety match units, 82.9 per cent of the respondents have two earning members and the remaining 17.1 per cent of the respondents have only one earning member. Among the respondents of urban safety match units, about 77.4 per cent are having two earning members. It is evident from Table 4.8 that majority of the respondents have two earning members in their family.

4.2.9 Occupation of spouse

Occupation is one of the factors which determine the standard of living of an individual. Safety match industry provide major share of employment opportunity to the people of Virudhunagar district. The respondents are classified and presented in Table 4.9 according to their occupation.

Table 4.9

Classification of Respondents According to the Occupation of the spouse

Occupation of spouse	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Match industry	32(10.6)	20(14.3)	14(8.7)	66(11.0)
Other industry	180(60.0)	66(47.1)	108(67.5)	354(59.0)
Agri	12(4.0)	8(5.7)	4(2.5)	24(4.0)
Business	8(2.7)	4(2.9)	6(3.8)	18(3.0)
Unemployed	68(22.7)	42(30.0)	28(17.5)	138(23.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

It is clearly understood from Table 4.11, that out of 600 respondents, 354 (59 per cent) respondents' spouse are working in other industry and 23 per cent are unemployed. Only 11 per cent of the respondents' spouses are working in match industry. In rural safety match units, 60 per cent of the respondents spouses are working in other industry and 22.7 per cent are unemployed. Among the respondents of semi-urban safety match units, 47.1 per cent of the respondents spouses are working in other industry and 14.3 per cent are working in match industry. As regards respondents working in urban safety match units, 67.5 per cent are working in other industry and 17.5 per cent are unemployed. It is clear from Table 4.9 that majority of the respondents spouse are working in other industry.

4.2.10 Nature of employment

The respondent's nature of the employment is classified as permanent and temporary for the analysis. The classification of respondents according to the nature of employment is presented in Table 4.10.

Table 4.10

Classification of Respondents According to the Nature of employment

Nature of employment	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Permanent	288(96.0)	132(94.3)	156(97.5)	576(96.0)
Temporary	12(4.0)	8(5.7)	4(2.5)	24(4.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The Table 4.10 shows that out of 600 respondents, 96 per cent of them are permanent workers in safety match industry and the remaining 4 per cent are temporary workers.

It is seen from Table 4.10 that among the respondents working in the rural safety match units, 96 per cent are in permanent employment and 4 per cent are in temporary employment. In the case of respondents working in the semi-urban safety match units, 94.3 per cent of the respondents are in permanent employment and the remaining 5.7 per cent are in temporary employment. Regarding the respondents working in the urban safety match units, 97.5 per cent of the respondents are in permanent employment and only 2.5 per cent are in temporary employment. It is evident that most of the workers working in the safety match units irrespective of the location of the unit are in permanent employment.

4.2.11 Nature of work

The match industry workers do different types of work in their units. The works done by the workers are classified in to five categories such as frame filling, box filling, packing, hand rolling and others. Table 4.13 shows the classification of respondents according to nature of work.

Table 4.11
Classification of Respondents According to Nature of work

Nature of work	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Frame filling	72(24.0)	34(24.3)	38(23.8)	144(24.0)
Box filling	126(42.0)	54(38.6)	78(48.8)	258(43.0)
Dozen packing	50(16.7)	32(22.9)	20(12.5)	102(17.0)
Hand rolling	32(10.7)	20(14.2)	14(8.8)	66(11.0)
Others	20(6.6)	-	10(6.1)	30(5.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

It could be inferred from Table 4.11 that 43 per cent of the respondents are doing box filling followed by 24 per cent are doing frame filling, while 17 per cent are doing dozen packing work.

Among the respondents of rural safety match units, 42 per cent of the respondents are doing box filling, while 24 per cent of the respondents are doing frame filling work. In the semi-urban safety match units, 38.6 per cent of the respondents' nature of work is box filling and 24.3 per cent are doing frame filling. In the urban safety match units, 48.8 per cent of the respondents are doing box filling and 23.8 per cent are doing frame filling.

Table 4.11 reveals that irrespective of the location of the match units. Most of the workers are doing box and frame filling work.

4.2.12 Hours of work per day

The working hours in the match units are classified in to two categories namely up to 8 hours and up to 10 hours per day. Table 4.12 shows the hours of work per day by the sample respondents of safety match industry in Virudhunagar district.

Table 4.12

Hours of work per day

Hours of work per day	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Up to 8 hours	298(99.3)	70(100.0)	156(97.5)	594(99.0)
Up to 10 hours	2(0.7)	-	4(2.5)	6(1.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

It is clear from Table 4.12, that out of 600 respondents, 99 per cent of the respondents are working up to 8 hours and only one per cent of the respondents are working up to 10 hours.

Among the respondents of rural safety match units, 99.3 per cent are working up to 8 hours and only (0.7 per cent) are working up to 10 hours. In the case of the respondents of semi-urban safety match units, 100 per cent of the respondents are working up to 8 hours. In the urban safety match units, 97.5 per cent of the respondents are working up to 8 hours and the remaining 2.5 per cent of the respondents are working up to 10 hours.

It is evident from Table 4.12 that majority of the respondents are working up to 8 hours only irrespective of the location of match units.

4.2.13 Method of payment

Safety match units pay wages by different methods to their workers namely piece rate and time rate. The method of payment of workers of safety match industry in Virudhunagar district is presented in the Table 4.13.

Table 4.13

Method of payment

Method of payment	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Piece rate	268(89.3)	132(94.3)	146(91.3)	546(91.0)
Time rate	32(10.7)	8(5.7)	14(8.7)	54(9.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

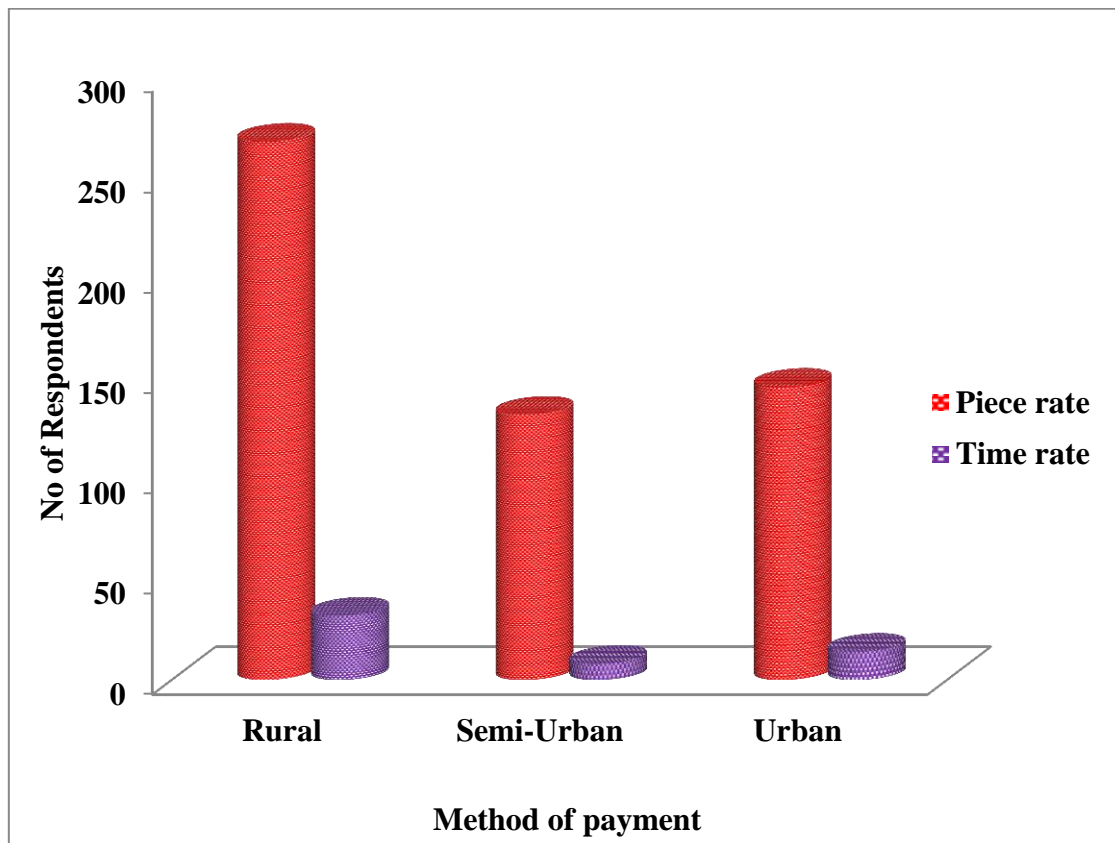
(Figures in parentheses indicates percentage)

Table 4.13 shows that out of 600 respondents, 91 per cent of the respondents are getting the payment by piece rate and the remaining 9 per cent are getting the payment by time rate.

It is inferred from the above Table 4.13, that out of 300 respondents of rural safety match units, 89.3 per cent are getting the payment by piece rate and the remaining 10.7 per cent of the respondents are getting the payment by time rate. Among the respondents of semi-urban safety match units, 94.3 per cent are getting the payment by piece rate and the remaining 5.7 per cent are getting the payment by time rate. In the case of urban safety match units, 91.3 per cent of the respondents are getting the payment by piece rate and the remaining 8.7 per cent are getting the payment by time rate.

On the whole it is evident that majority of the workers of the match industry in Virudhunagar district are paid wages according to piece rate method.

Figure 4.5
Method of payment



4.2.14 Periodicity of payment

The periodicity of the payment of wages in the safety match industry varies from unit to unit in the study area. The periodicity of payment of wages is classified in to daily, weekly and monthly. The following Table 4.14 shows the periodicity of payment wages for the workers of safety match industry in Virudhunagar district.

Table 4.14

Periodicity of payment

Periodicity of payment	No. of Respondents			Total
	Rural	Semi-Urban	Urban	
Daily	160(53.3)	80(57.1)	20(12.5)	260(43.3)
Weekly	100(33.3)	40(28.6)	80(50.0)	220(36.7)
Monthly	40(13.4)	20(14.3)	60(37.5)	120(20.0)
Total	300(100)	140(100)	160(100)	600(100)

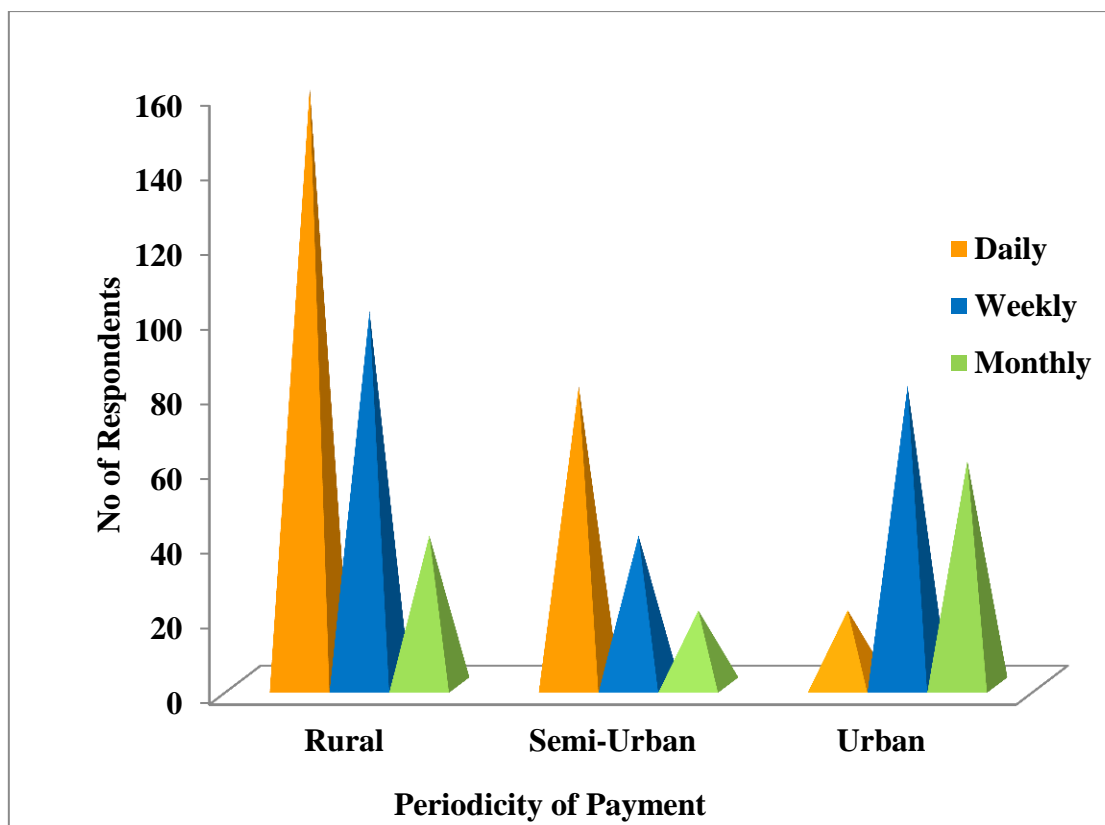
Source: Primary Data

(Figures in parentheses indicates percentage)

Table 4.14 shows that out of 600 respondents of safety match industry in the study area, about 43.3 per cent of the respondents are getting the payment on daily basis, 36.7 per cent respondents are getting the payment on weekly basis and remaining 20 per cent of the respondents are getting the payment on monthly basis. In the rural safety match units 53.3 per cent of the respondents are getting the payment on daily basis, while 33.3 per cent are getting the payment on weekly basis. In the semi-urban safety match units 57.1 per cent of the respondents are getting the payment on daily basis and 28.6 per cent are getting the payment on weekly basis. Among the urban safety match units 50 per cent of the respondents are getting the payment on weekly basis and 37.5 per cent of the respondents are getting the payment on monthly basis.

Table 4.14 reveals that the workers are paid daily in the rural and semi-urban areas whereas in the case of the urban areas majority of them are weekly.

Figure 4.6
Periodicity of payment



4.2.15 Payment of increment to Workers

The response given by the respondents are classified and grouped in to two categories namely receiving increment and not receiving increment. The following Table 4.15 shows the response given by the respondents of the safety match units in Virudhunagar district about the receipt of increment.

Table 4.15

Payment of increment to Workers

Response	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Receiving increment	286(95.3)	112(80.0)	146(91.3)	544(90.7)
Not Receiving increment	14(4.7)	28(20.0)	14(8.7)	56(9.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

Table 4.15 exhibits that out of 600 respondents, 544 respondents (90.7 per cent) are receiving increment and only 56 respondents (9.3 per cent) are not receiving any increment.

Among the respondents of rural safety match units, 95.3 per cent receives increment while it is 80 per cent among the respondents of semi-urban safety match units. In the case of urban safety match units, 91.3 per cent of the respondents receive increment.

It is evident from Table 4.15 that majority of the respondents of safety match units are receiving the increment from their concern.

4.2.16 Amount of Increment Received by the respondents

Match industry pays increment to the workers. But it varies from unit to unit. The respondents are classified in to three categories namely ₹.250, ₹.300 and ₹ 500. The following Table 4.16 shows the amount of increment received by the labourers of safety match industry in Virudhunagar district.

Table 4.16

Amount of Increment Received by the respondents

Amount of Increment ₹	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
250	180(62.9)	88(78.6)	117(80.1)	385(70.8)
300	75(26.3)	13(11.6)	16(11.0)	104(19.1)
500	31(10.8)	11(9.8)	13(8.9)	55(10.1)
Total	286(100)	112(100)	146(100)	544(100)

Source: Primary Data

(Figures in parentheses indicates percentage)

Table 4.16 reveals that out of 544 respondents, 70.8 per cent are receiving ₹ .250 as increment and only 55 respondents (19.1 per cent) are receiving ₹.500 as increment from the safety match industry.

Among the respondents of rural safety match units, 62.9 per cent of the workers are receiving ₹.250 as increment and only 10.8 per cent are receiving ₹.500 as increment. Among the semi-urban safety match units 78.6 per cent of the workers are getting ₹250 and in the case of urban safety match units, 80.1 per cent of the respondents are receiving ₹.250 as increment.

It is evident from Table 4.16 that majority of the respondents of safety match units are receiving ₹.250 as increment from their concern irrespective of the location of the safety match unit.

4.2.17 Distribution of the Respondents based on Increment Received

The distribution of the respondents based on the increment received is presented in the Table 4.17. The Table exhibits the results of the Co-efficient of Variation, Skewness and Mean increment.

Table 4.17
Distribution of the Respondents based on Increment Received

Particulars	Number of Respondents			
	Rural	Semi-Urban	Urban	F-test
Mean Increment Received	195.71	221.89	335.62	76.058**
Co-efficient of variation (percent)	40.63	38.13	43.03	
Skewness	-0.989	2.174	0.048	

It is clear from Table 4.17 that workers working in urban area received more increment than workers working in semi-urban and rural area. The average increment received by the urban workers is Rs.335.62 followed by semi-urban workers with Rs.221.89 and rural workers are getting Rs.195.71.

The Co-efficient of Variation is 43.03 per cent as regards the respondents of urban safety match units. This variation is comparatively more than rural and semi-urban respondents of safety match units. The analysis reveals that quantum of increment received by the urban workers are inconsistent during the period under study.

The analysis of skewness exhibits that more number of workers working in urban area, received increment more than average whereas workers working in rural and semi-urban area received increment less than average. It is evident from Table that workers working in rural and semi-urban not only receive low increment but also more number of workers getting increment less than average increment.

4.2.18 Distribution of the Respondents based on Bonus Received

Respondents are classified on the basis of the receipt of bonus from the match units of the study area. The following Table shows the distribution of the respondents based on the bonus received from safety match industry in Virudhunagar district.

Table 4.18

Distribution of the Respondents based on Bonus Received

Particulars	Number of Respondents			
	Rural	Semi-Urban	Urban	F-test
Mean Bonus Received	2835	2885	4360	107.146**
Co-efficient of variation (per cent)	47.01	49.37	25.79	
Skewness	1.281	1.082	-0.281	

It is observed from the Table 4.18 that workers working in urban area received more bonus than workers working in semi-urban and rural area. The average bonus received by the urban workers was Rs.4360 followed by semi-urban workers with Rs.2885 and rural workers the least with Rs.2835.

Semi-urban workers experienced a wide variation in the payment of bonus with 49.37 per cent followed by rural workers with 47.01 per cent. The analysis reveals that urban workers are receiving consistent quantum of bonus during the period under study.

The analysis of skewness reveals that more number of workers working in urban area received bonus more than average whereas workers working in rural and semi-urban area received bonus less than average. It is inferred that workers working in rural and semi-urban not only receive low bonus but also more number of workers are getting bonus less than average bonus.

4.2.19 Amount of Advance Received from employer

The response given by the respondents for the amount of advance received from the employer of safety match industry in Virudhunagar district is presented in following Table 4.19. The responses are classified two categories namely ‘advance received’ and ‘no advance received’.

Table 4.19

Classification of Respondents on the basis of the Receipt of advance

Response	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Advance received	26(8.7)	36(25.7)	54(33.7)	116(19.3)
No advance received	274(91.3)	104(74.3)	106(66.3)	484(80.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

Table 4.19 shows that out of 600 respondents, 80.7 per cent of the respondents have not received any advance from employer and only 19.3 per cent of the respondents have received advance from employer.

It could be inferred from Table 4.19 that in respondents of rural safety match units, 91.3 per cent of the respondents have not received advance and only 8.7 per cent have received advance. Among the respondents of semi-urban safety match units 74.3 per cent have not received advance and only 25.7 per cent have received advance from employer.

In the case of the respondents of urban safety match units 66.3 per cent have not received advance and only 33.7 per cent have received advance from employer.

It is evident from Table 4.19 that majority of the respondents have not received advance from employers of safety match industry.

4.2.20 Respondents Monthly Income

Income is the yard stick to measure the economic condition of the workers of safety match industry. The following Table explains the monthly income of the workers of safety match industry in Virudhunagar district.

Table 4.20
Respondents Monthly Income

Monthly Income (inRs.)	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Up to 5000	100(33.3)	80(57.1)	20(12.5)	200(33.3)
5000 to 10000	80(26.7)	20(14.3)	40(25.0)	140(23.3)
10000 to 15000	60(20.0)	20(14.3)	60(37.5)	140(23.4)
15000 to 20000	60(20.0)	20(14.3)	40(25.0)	120(20.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

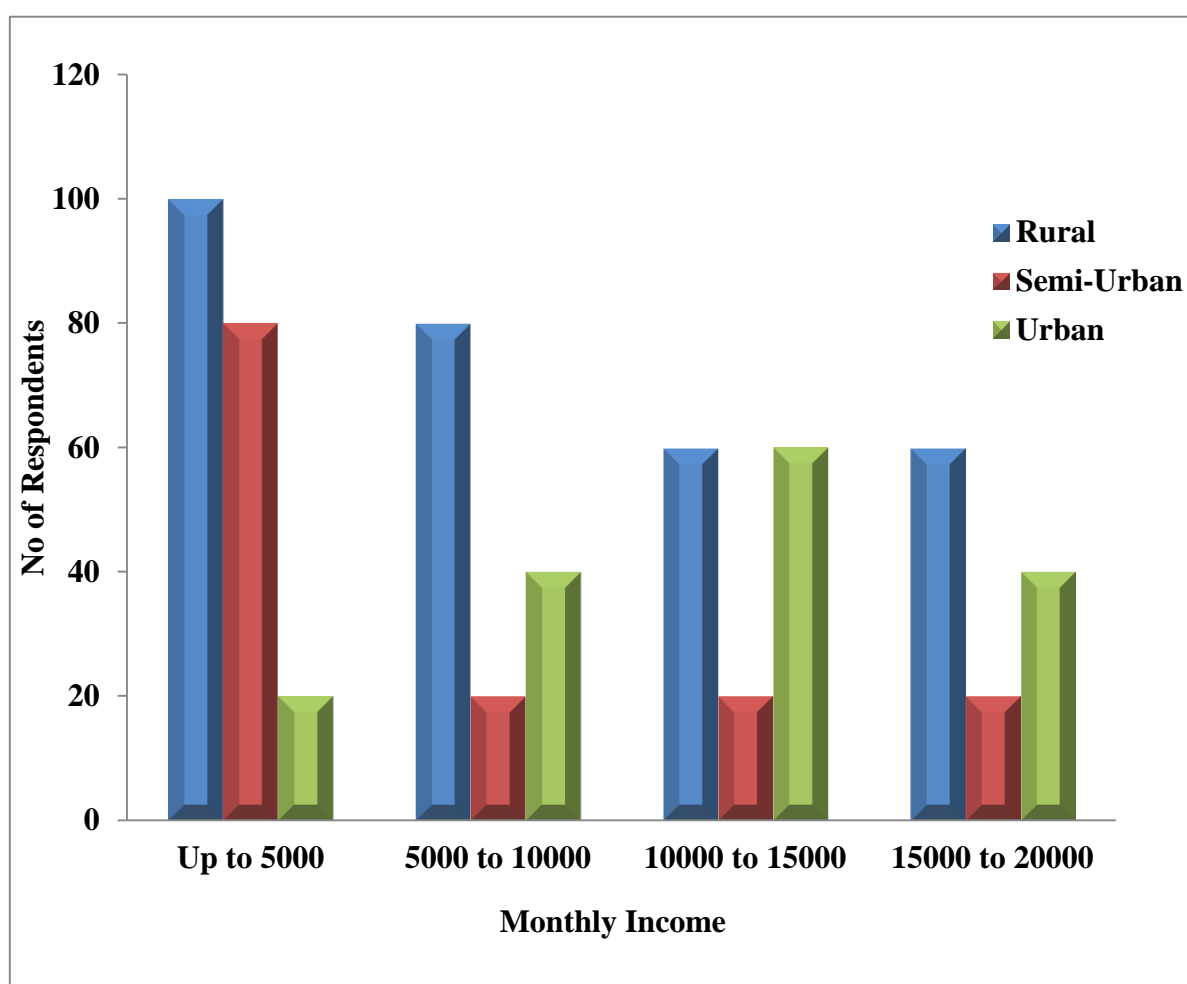
(Figures in parentheses indicates percentage)

The study has brought to surface that out of 600 respondents, a majority (33.3 per cent) of the respondents are earning up to Rs.5,000 per month followed by 23.3 per cent of the respondents are earning a monthly income of Rs.5,000 to 10000. 23.3 per cent of the respondents are earning a monthly income of Rs. 10,000 to Rs. 15,000 and 20.0 per cent of the respondents are earning above Rs. 15,000 per month. It is clear from Table that majority of the respondents are earning monthly income of up to Rs.5, 000.

Table 4.20 also shows that 33.3 percent respondents of rural safety match units, are earning monthly income of up to Rs.5000 followed by 26.7 per cent of the respondents are earning the monthly income of Rs.5000 to 10000. Among the workers of semi-urban safety match units, 57.1 per cent of the respondents are earning up to Rs.5000. 37.5 per cent of the respondents of urban safety match industry are earning Rs.10000 to 15000.

Figure 4.7

Respondents Monthly Income



4.2.21 Monthly Family household expenses

The monthly household expenses of labourers of safety match industry are classified and grouped into five categories. Table 4.21 presents the monthly household expenses of the respondents.

Table 4.21
Monthly Family household expenses

Monthly household expenses (in Rs.)	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Below 5000	78(26.0)	106(75.7)	124(77.5)	308(51.3)
5000 to 7000	20(6.7)	30(21.4)	30(18.8)	80(13.3)
7000 to 10000	102(34.0)	4(2.9)	6(3.7)	112(18.7)
10000 to 15000	100(33.3)	-	-	100(16.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

Table 4.21 exhibits that out of 600 respondents, 51.3 per cent of the respondents are spending below Rs.5000 as household expenses, 18.7 per cent of the respondents are spending Rs.7000 to 10000 per month, 16.7 per cent of the respondents are spending Rs.10000 to 15000 per month and 13.3 per cent of the respondents are spending Rs.5000 to 7000 per month.

As regards the respondents of rural safety match units, 34 per cent of the respondents are spending Rs.7000 to 10000 per month and 26 per cent of the respondents are spending below Rs.5000 per month. In the semi-urban safety match industry, out of 140 respondents, 75.7 per cent of the respondents are spending below Rs.5000 per month and 21.4 per cent of the respondents of the respondents are spending Rs.5000 to 7000 per month.

Table further shows that among the respondents of urban safety match industry, 77.5 per cent of the respondents spent below Rs.5000 per month and 18.8 per cent of the respondents spent Rs.5000 to 7000 per month. It could be inferred from Table that majority of the respondents spent below Rs.5000 per month

4.2.22 Respondents Monthly Family income

The respondents' monthly family income is analysed using the mean, coefficient of variation and skewness. The results of the analysis are presented in Table 4.22.

Table 4.22

Analysis of Respondents Monthly Family Income

Sl. No	Particulars	Number of Respondents			
		Rural	Semi-Urban	Urban	F-test
1	Mean monthly family income	5462.50	6128.57	11346.67	192.207**
2	Co-efficient of variation(per cent)	42.57	41.70	37.87	
3	Skewness	1.808	2.437	-0.418	

It is evident from Table 4.22 that workers working in urban area earn more monthly family income than workers working in semi-urban and rural area. The average monthly family income earned by the urban workers was Rs.11346.67 followed by semi-urban workers with Rs.6128.57 and rural workers the least with Rs.5462.50.

Table 4.22 clearly reveals that rural workers experienced a wide variation in the earning of monthly family income with 42.57 per cent followed by rural workers with 41.70 per cent. The analysis further reveals that urban workers earned high monthly family income during the period under study.

The analysis of skewness shows that more number of workers working in urban area, earned monthly family income more than average whereas workers working in rural and semi-urban area earned monthly family income less than average. It is inferred from Table 4.22 that workers working in rural and semi-urban not only earned low monthly family income but also more number of workers earning monthly family income less than average monthly family income.

4.2.23 Respondents based on monthly family expenditure

The monthly family expenditure of the respondents is analysed using mean, coefficient of variation and skewness. The results are presented in Table 4.23.

Table 4.23

Analysis of Respondents based on Monthly Family Expenditure

Sl.No	Particulars	Number of Respondents			
		Rural	Semi-Urban	Urban	F-test
1	Mean monthly family expenditure	3681.25	4228.57	8470	85.121**
2	Co-efficient of variation (per cent)	48.33	52.45	41.63	
3	Skewness	2.190	1.910	-0.566	

Table 4.23 shows that the monthly family expenditure of the workers working in urban area is more than workers working in semi-urban and rural area. It is clear from the Table 4.23 that the average monthly family expenditure of the urban workers is Rs.8470 followed by semi-urban workers with Rs.4228.57 and rural workers the least with Rs.3681.25.

It is evident from Table 4.23 that semi-urban workers experienced a wide variation in the monthly family expenditure with 52.45 per cent followed by rural workers with 48.33 per cent.

The analysis of skewness shows that more number of workers working in urban areas are spending more than average whereas workers working in rural and semi-urban areas spend less than average. It is clear from Table 4.23 that workers working in rural and semi-urban area are not only spending low but also more number of workers spend less than average monthly family expenditure.

4.2.24 Respondents Expenses towards Food and Shelter

The respondents' expenses regarding food and shelter were analyzed using coefficient of variation to find out variation in the spending. The results are presented in Table 4.24.

Table 4.24

Respondents Expenses towards Food and Shelter

Sl. No	Particulars	Number of Respondents			
		Rural	Semi-Urban	Urban	F-test
1	Mean on expenses towards food and shelter	1487.18	1666.67	4879.19	179.85**
2	Co-efficient of variation (per cent)	77.83	83.08	55.62	
3	Skewness	2.93	2.494	-0.240	

It is observed from the Table 4.24 that workers working in the urban areas spend more expenses towards food and shelter than workers working in semi-urban and rural areas. The average amount spent towards food and shelter by the urban workers was Rs.4879.19. followed by semi-urban workers with Rs.1666.67 and rural workers the least with Rs.1487.18.

Semi-urban workers experienced a wide variation in the expenses towards food and shelter with 83.08 per cent followed by rural workers with 77.83 per cent. The

analysis reveals that urban workers spend more expenses towards food and shelter during the period under study.

The analysis of skewness shows that more number of workers working in urban areas, spend more than average expenses towards food and shelter whereas workers working in rural and semi-urban areas spend less than average expenses towards food and shelter. It is clear from Table that workers working in rural and semi-urban areas not only spend low amount on food and shelter but also more number of workers spend less than average expenses towards food and shelter.

4.2.25 Respondents' Expenses towards Education

The following Table 4.25 shows the respondents expenses towards education. The respondents expenses towards education was analysed using coefficient of variation to find out the variation among the three groups of respondents namely urban, semi-urban and rural.

Table 4.25

Respondents' Expenses towards Education

Sl.No	Particulars	Number of Respondents			
		Rural	Semi-Urban	Urban	F-test
1	Mean on expenses towards education	778.85	857.14	2433.33	253.85**
2	Co-efficient of variation V (per cent)	48.03	35.54	40.07	
3	Skewness	1.501	0.798	-1.199	

It is observed from the Table 4.25 that workers working in urban areas spend more amounts towards education than workers working in semi-urban and rural area. The average amount spent on education by the urban workers was Rs.2433.33 followed

by semi-urban workers with Rs.857.14 and rural workers are spending the least amount of Rs.778.85.

Table 4.25 shows that rural workers experience a wide variation in the amount spent towards education with 48.03 per cent followed by urban workers with 40.07 per cent. The analysis of skewness reveals that more number of workers working in urban areas are spending more amount towards education than average whereas workers working in rural and semi-urban areas are spending less than average towards education. It is inferred that workers working in rural and semi-urban not only spend low amount towards education but also more number of workers spend expenses towards education less than average towards education.

4.2.26 Respondents Expenses towards Health Care

The amount spent by the respondents towards health care was analysed with the help of mean, coefficient of variation and skewness. The result of the analysis is presented in the Table 4.26.

Table 4.26

Respondents Expenses towards Health Care

Sl.No	Particulars	Number of Respondents			
		Rural	Semi-Urban	Urban	F-test
1	Mean expenses towards health care	1011.36	1130.77	956.58	3.602*
2	Co-efficient of variation V (per cent)	39.26	67.56	60.28	
3	Skewness	7.854	4.105	4.584	

It is evident from the Table that workers working in semi-urban area spent more expenses towards health care than workers working in urban and rural area. Table shows that the average expenses towards health care spent by the semi-urban workers

was Rs.1130.77 followed by rural workers with Rs.1011.36 and urban workers the least with Rs.956.58.

It is clear from the Table that semi-urban workers experienced a wide variation in the expenses towards health care with 67.56 per cent followed by urban workers with 60.28 per cent. The analysis of skewness exhibits that more number of workers working in semi-urban area, spent more expenses towards health care than average whereas workers working in rural and urban area spent expenses towards health care less than average. It is inferred from Table that workers working in rural and urban not only spent low expenses towards health care but also more number of workers spent expenses towards health care less than average.

4.2.27 Distance to factory

The safety match units are spread over in the rural, semi-urban and urban areas of the study area. The workers are also coming from different locations to the match units. The following Table 4.27 shows the distance between the residence of the workers and the safety match units in Virudhunagar district.

Table 4.27

Distant to factory

Distant to factory	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Below 3 Kms	36(12.0)	32(22.9)	72(45.0)	140(23.3)
3 to 5 Kms	18(6.0)	36(25.7)	22(13.8)	76(12.7)
5 to 7 Kms	226(75.3)	72(51.4)	66(41.2)	384(64.0)
Above 7 Kms	20(6.7)	-	-	-
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

Table 4.27 shows that out of 600 respondents, 64 per cent of respondents are coming to the match units from 5 to 7 Kms. Distance. The distance between the match factory and the residence is below 3 Kms. for 23.3 per cent of respondents and the remaining 12.7 per cent of respondents are coming to the match units from 3 to 5 Kms. distance.

Table 4.27 shows that out of 300 respondents of rural safety match units, 75.3 per cent of the respondents are coming to the match units from the distance of 5 to 7 Kms. and 12 per cent of the respondents are coming from the distance of less than 3 Kms and 6.7 per cent of the respondents are coming from the distance of above 7 Kms. Among the respondents of semi-urban safety match industry, 51.4 per cent of the respondents are coming from the distance of 5 to 7 Kms. and 25.7 per cent of the respondents are coming from the distance of 3 to 5 Kms. As regards the respondents of urban safety match industry, 45 per cent of the respondents are coming from below 3 Kms, 41.3 per cent of the respondents are coming from 5 to 7 Kms.

It is evident from Table 4.27 that majority of the respondents of the rural and semi-urban match units are coming from 5 to 7 Kms. distance. In the case of respondents of urban match units majority of them are coming from the distance of less than 3 Kms.

4.2.28 Mode of conveyance

Workers of safety match industry are using different modes of conveyance. The different modes of conveyance used by the workers are staff bus, town bus, by walk and cycle. Table 4.28 shows the classification of respondents according to the mode of conveyance used by the workers of safety match industry in Virudhunagar district.

Table 4.28

Mode of conveyance

Mode of conveyance	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Staff bus	-	-	4(2.5)	4(0.7)
Town bus	276(92.0)	132(94.3)	96(60.0)	504(84.0)
By walk	14(4.7)	8(5.7)	46(28.8)	68(11.3)
Cycle	10(3.3)	-	14(8.7)	24(4.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.28 shows that out of 600 respondents, 504 respondents (84 per cent) use the town bus to come to the match units for the work, 11.3 per cent of the respondents are coming to the match units by walk, 4 per cent of the respondents are using cycle and only 0.7 per cent of the respondents are using staff bus facility provided by the match unit.

In the rural safety match units, 92 per cent of the respondents are using town bus and among the respondents of semi-urban safety match units 94.3 per cent are using town bus. In the case of urban safety match units respondents 60 per cent are using town bus and 28.8 per cent are coming by walk for the work.

It is inferred from Table 4.28 that majority of the respondents of safety match industry are using town bus to come to the working place in the study area.

4.2.29 Compensation facility

The respondents are classified on the basis of the response given by them as regards the compensation facility provided by the safety match industry in the Virudhunagar District.

Table 4.29

Classification of Respondents According to Compensation Facility

Response	Number of Respondents			Total
	Rural	Semi-Urban	Urban	
Compensation facility available	276(92.0)	-	76(47.5)	352(58.7)
compensation facility not available	24(8.0)	140(100.0)	84(52.5)	248(41.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary Data

Table 4.29 shows that out of 600 respondents, 58.7 per cent of the respondents say that compensation facility is provided by the employer and the remaining 41.3 per cent of the respondents says that compensation facility is not provided by the employer.

In the rural safety match units, 92 per cent of the respondents say that compensation facility is provided to them and among the respondents of semi-urban safety match industry the compensation facility is not available to the workers.

As regards the urban safety match units 52.5 per cent of the respondents have say that the compensation facility is not available.

It is evident from Table 4.29 that majority of the respondents working in the match units located in the rural area are having compensation facility whereas this facility is not available as per the opinion of the majority of the respondents of the semi-urban and urban area match units.

4.3 REASONS FOR GOING TO THE MATCH FACTORY

4.3.1. Lack of Education

Respondents are classified and grouped according to the opinion given by them. The response is classified in to five categories namely strongly agree, agree, neutral, disagree and strongly disagree. Table 4.30 presents the response given by the respondents as regards lack of education.

Table 4.30

Lack of Education

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	28(9.3)	28(20.0)	8(5.0)	64(10.7)
Agree	72(24.0)	48(34.3)	60(37.5)	180(30.0)
Neutral	130(43.3)	52(37.1)	60(37.5)	242(40.3)
Disagree	40(13.4)	10(7.1)	26(16.3)	76(12.7)
Strongly Disagree	30(10.0)	2(1.4)	6(3.7)	38(6.3)
Total	300(100)	140(100)	160(100)	600(100)

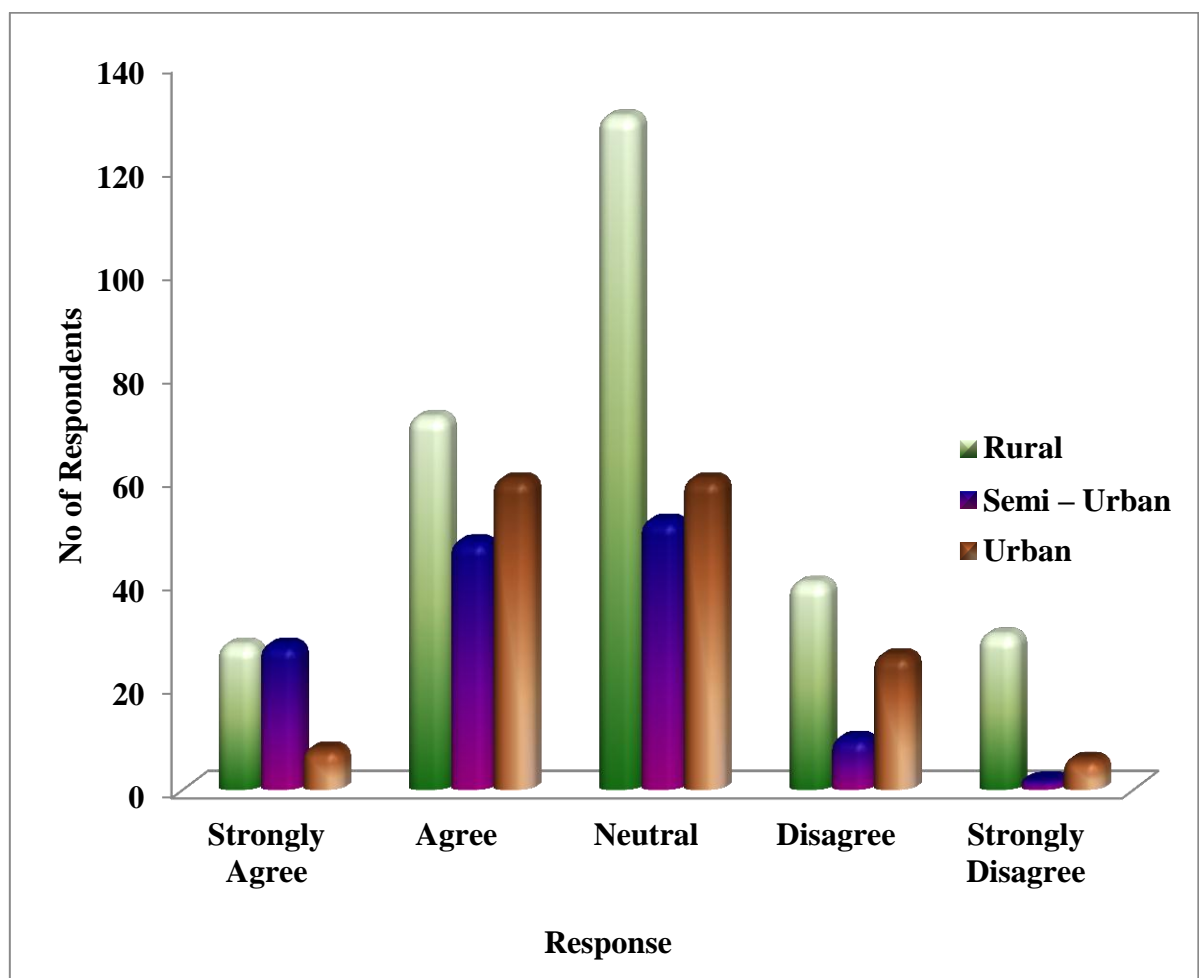
Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.30 shows that out of 600 respondents, 242 (40.3 per cent) respondents remained neutral for the statement that ‘lack of education’ is the major reason for working in the safety match units. 180 (30 per cent) respondents agreed that ‘lack of education’ is the major reason for working in the safety match units. Another 10.7 per cent of the respondents agree strongly that ‘lack of education’ is the major reason for working in the safety match units.

In rural safety match industry, 33.3 per cent of the respondents agreed that ‘lack of education’ is the major reason for working in the safety match units. This is more than the respondents who disagree for this. In the case of respondents of semi-urban and urban match units the majority of them agreed that ‘lack of education’ is the major reason for working in the safety match units.

Figure 4.8
Lack of Education



4.3.2. Respondents Opinion about Poverty

There are lot reasons for working in a safety match industry. The respondents' opinion about poverty is classified and grouped according to the location of match units. The following Table 4.31 presents the respondents' opinion about poverty which pushes them to work in the safety match industry.

Table 4.31

Respondents Opinion about Poverty

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	36(12.0)	46(32.9)	28(17.5)	110(18.3)
Agree	116(38.7)	32(22.9)	42(26.3)	190(31.7)
Neutral	94(31.3)	52(37.1)	56(35.0)	202(33.7)
Disagree	38(12.7)	6(4.3)	28(17.5)	72(12.0)
Strongly Disagree	16(5.3)	4(2.9)	6(3.8)	26(4.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

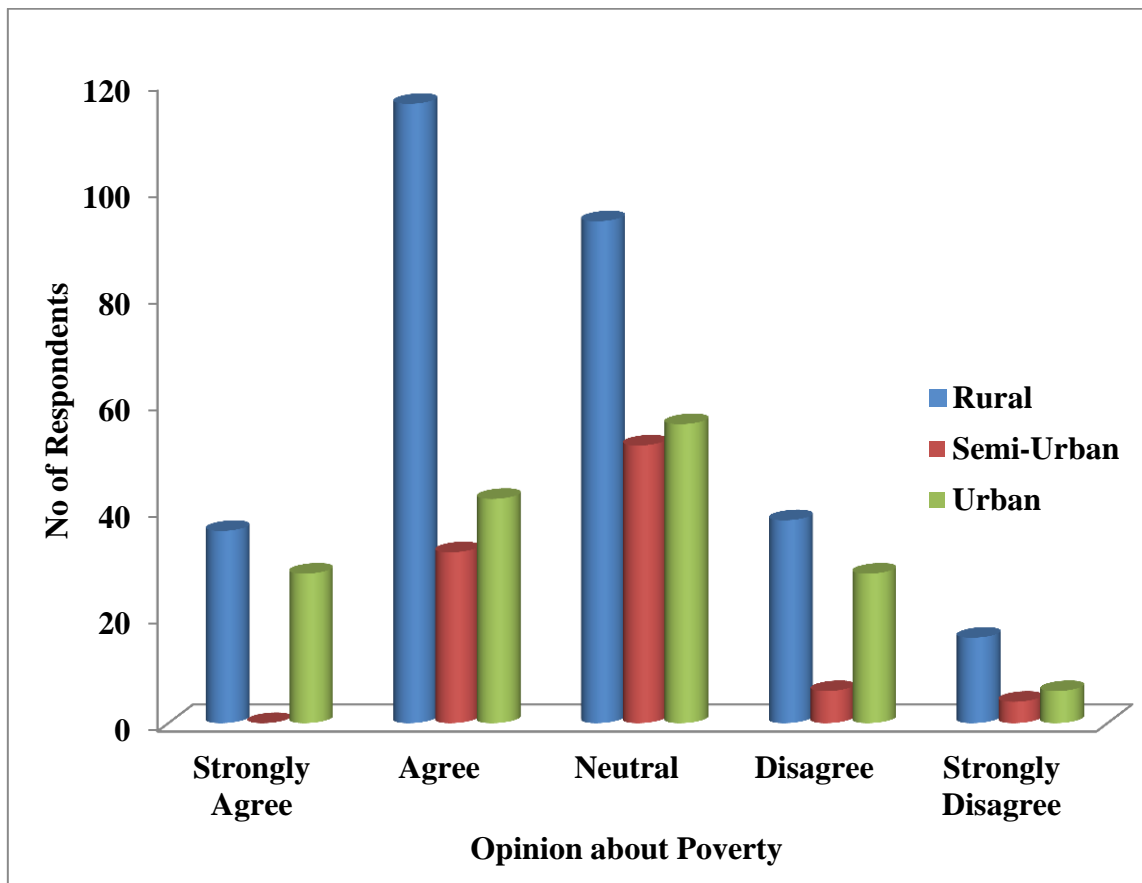
The above Table 4.31 shows that out of 600 respondents, 300 (50 per cent) respondents agreed that 'poverty' is the major reason for working in the safety match units. 33.7 per cent of the respondents remained neutral for the statement that 'poverty' is the major reason for working in the safety match units.

In the case of respondents of rural safety match industry, 116(38.7 per cent) of the respondents agreed that 'poverty' is the major reason for working in the safety match units. Among the respondents of semi-urban safety match industry 55.8 per cent of the respondents agreed that 'poverty' is the major reason for working in the safety match units. As regards the urban safety match industry 53.8 per cent of the

respondents agreed that 'poverty' is the major reason for working in the safety match units. Table 4.31 reveals that majority of the respondents irrespective of the location of the match unit agrees that 'poverty' is the major reason for working in the safety match units.

Figure 4.9

Respondents Opinion about Poverty



4.3.3 Family Occupation

Among many reasons for joining in the safety match industry, the occupation of other members in the family is also considered in this study. The opinion given by the respondents are classified and presented in Table 4.32.

Table 4.32

Respondents Opinion about Family Occupation

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	94(31.3)	42(30.0)	22(13.8)	158(26.3)
Agree	76(25.3)	60(42.9)	66(41.3)	202(33.7)
Neutral	74(24.7)	32(22.9)	58(36.3)	164(27.3)
Disagree	36(12.0)	2(1.4)	8(5.0)	46(7.7)
Strongly Disagree	20(6.7)	4(2.8)	6(3.6)	30(5.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

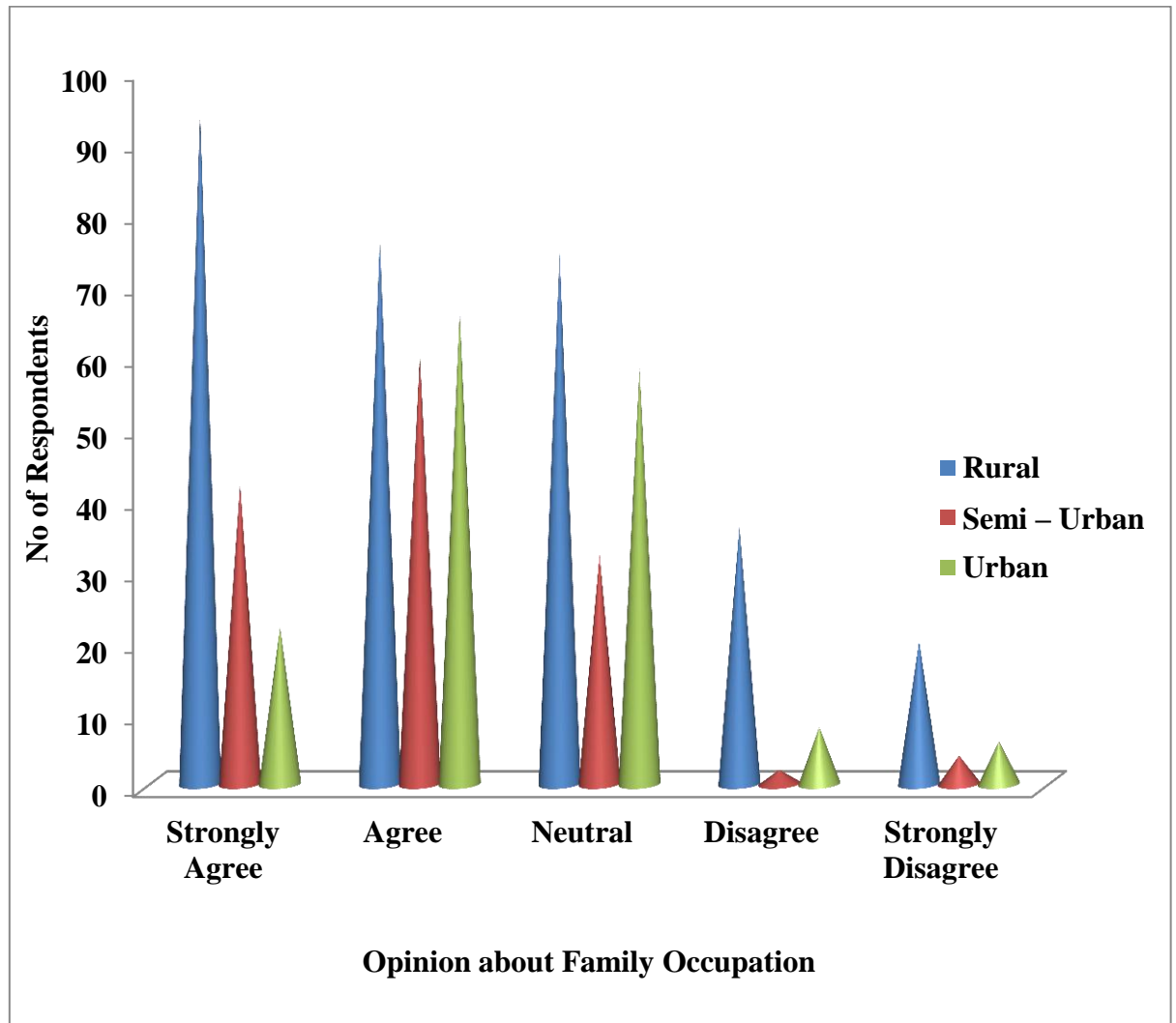
(Figures in parentheses indicates percentage)

The above Table 4.32 shows that out of 600 respondents, 360 (60 per cent) respondents agreed that the occupation of the family members in the safety match industry influences them to join in the safety match industry. Only 12.7 per cent of the respondents are expressing their disagreement for this.

In rural safety match industry, 56.6 per cent of the respondents agree that occupation of the family members play a role in choosing the match industry. Among the respondents of semi-urban and urban safety match units 72.9, 55.1 per cent respectively agree that the occupation of the family members have a say in choosing the match industry. Irrespective of the location of the safety match unit respondents are of the opinion that the family members' occupation play a role in joining in the safety match industry.

Figure 4.10

Respondents Opinion about Family Occupation



4.3.4 Lack of income

Lack of income is considered as one of the reason for joining in the match industry. The response given by the respondents are classified and presented in Table 4.33.

Table 4.33
Respondents Opinion about Lack of income

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	72(24.0)	32(22.9)	20(12.5)	124(20.7)
Agree	86(28.7)	42(30.0)	50(31.3)	178(29.7)
Neutral	86(28.7)	60(42.9)	68(42.5)	214(35.7)
Disagree	20(6.6)	4(2.9)	16(10.0)	40(6.7)
Strongly Disagree	36(12.0)	2(1.3)	6(3.7)	44(7.2)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.33 shows that out of 600 respondents, 302 (50.4 per cent) respondents say that lack of income is the major reason for joining in the safety match industry. Only 88 (13.9 per cent) respondents are expressing their disagreement.

In the rural safety match units, 52.7 per cent of the respondents agree that the lack of income plays a role in joining in the safety match industry. Among the respondents of semi-urban safety match units 52.9 per cent of the respondents agree that lack of income forces them to join the safety match industry. In the urban safety match industry 43.8 per cent of the respondents say that lack of income push them to work in the safety match industry.

4.3.5 Predominance of Safety Match Units

In most of the Taluks in Virudhunagar district the safety match units are functioning predominantly. As the safety match units are spread widely in the study area it gives employment to most of the people in that locality. The respondents' opinion about the predominance of safety match units is presented in Table 4.34.

Table 4.34

Predominance of Safety Match Units

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	114(38.0)	54(38.6)	28(17.5)	196(32.7)
Agree	44(14.7)	24(17.1)	56(35.0)	124(20.7)
Neutral	108(36.0)	58(41.4)	70(43.8)	236(39.3)
Disagree	22(7.3)	4(2.9)	6(3.7)	32(5.3)
Strongly Disagree	12(4.0)	0(0)	0(0)	12(2.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.34 shows that out of 600 respondents 320 (53.4 per cent) respondents agree that the predominance of the safety match units in the study area is one of the reasons to join in the safety match units. Only 7.3 per cent of the respondents are disagreeing for this statement.

In rural safety match units 52.7 per cent of the respondents agree that the presence of more safety match units played a role to join in the safety match units. Among the respondents working in the semi-urban and urban safety match units 55.7 and 52.5 per cent respectively are saying that the presence of more number of safety match units made them to join in the safety match units in the study area.

It is inferred from Table 4.34 that irrespective of the location of safety match units respondents joined in the safety match units because of the predominance of the safety match units in the study area.

4.3.6 Reasonable wages to the labourers

There are many reasons for joining in the safety match industry as a labourer. Reasonable wages given by the safety match industry is also one of the reasons. The opinion given by the respondents is presented in Table 4.35.

Table 4.35

Respondents Opinion about the Reasonable wages

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	104(34.7)	48(34.3)	40(25.0)	192(32.0)
Agree	46(15.3)	52(37.1)	48(30.0)	146(24.3)
Neutral	76(25.3)	34(24.3)	62(38.8)	172(28.7)
Disagree	44(14.7)	6(4.3)	10(6.2)	60(10.0)
Strongly Disagree	30(10.0)	0(0)	0(0)	30(5.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The above Table 4.35 shows that out of 600 respondents, 338 (56.3 per cent) respondents agree to the statement that the reasonable wages paid by the safety match units induces them to join in the safety match industry. Only 15 per cent of the respondents are disagreeing to this reason.

In the case of respondents of rural safety match industry, 50 per cent of the respondents say that the reasonable wages paid by the safety match units induces them to join in the safety match industry. As regards the respondents of semi-urban safety

match units 71.4 per cent agree that the reasonable wages paid by the safety match units pulled them to join in the safety match industry. Among the respondents of urban safety match units 55 per cent of the respondents are agreeing that the reasonable wages offered by the match units influenced them to join in the match industry. It is evident that irrespective of the location of the safety match units respondents are of the opinion that the reasonable wages paid by the match units induced them to join in the match industry.

4.3.7 Regular Bonus

There are lot reasons for a person to join in a concern. Apart from the other reasons, regular bonus given by the safety match industry is also considered as one of the reasons for joining in the safety match industry. The opinion given by the respondents are presented in Table 4.36.

Table 4.36

Regular Bonus given to labourers

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	100(33.3)	32(22.9)	34(21.3)	166(27.7)
Agree	90(30.0)	52(37.1)	28(17.5)	170(28.3)
Neutral	76(25.3)	46(32.9)	78(48.8)	200(33.3)
Disagree	18(6.0)	6(4.3)	10(6.3)	34(5.7)
Strongly Disagree	16(5.4)	4(2.8)	10(6.1)	30(5.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The Table 4.36 shows that out of 600 respondents, 336 (33.3 per cent) respondents agree that the regular bonus given by the safety match industry is also one of the reasons for joining in the safety match industry. Only 10.7 per cent of the respondents are against this view.

In the rural safety match units, 63.3 per cent of the respondents agree that the regular bonus given by the match units made them to join in the safety match industry. Among the respondents of semi-urban and urban safety match units also majority of them agree that the regular bonus given by the safety match units plays a role to join in the safety match industry.

4.3.8 Advance given to labourers

Among the other reasons for joining in the safety match industry, the advance given by the safety match industry is also taken up for the study. The response given by the respondents of the safety match industry is presented in the Table 4.37.

Table 4.37

Advance given to labourers

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	0(0)	16(11.4)	14(8.8)	30(5.0)
Agree	100(33.3)	64(45.7)	56(35.0)	220(36.7)
Neutral	84(28.0)	42(30.0)	82(51.3)	208(34.7)
Disagree	102(34.0)	18(12.9)	6(3.7)	126(21.0)
Strongly Disagree	14(4.7)	0(0)	2(1.2)	16(2.6)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The above Table 4.37 shows that out of 600 respondents, 250 (41.7 per cent) agree the advance given by the safety match industry to the workers made them to join in the safety match units. 23.6 per cent respondents are opposing this view.

33.3 per cent of the respondents belonging to the rural safety match units agree that the advance given by the safety match industry induce them for joining in the safety match units. Among the respondents of semi-urban safety match units 57.1 per cent agree that the advance given by the safety match units made them to join in the safety match units. Similarly 43.8 per cent of the respondents among the urban safety match units also say that the advance given by the safety match units have a say to join in the safety match units in the study area.

4.3.9 Medical leave provided to labourers

Respondents were asked to give their opinion in the five point scale about the reasons for joining in the safety match industry. The opinion given by the respondents for the given reason is presented in Table 4.38.

Table 4.38

Medical leave provided to the labourers

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	10(3.3)	8(5.7)	6(3.8)	24(4.0)
Agree	60(20.0)	28(20.0)	46(28.8)	134(22.3)
Neutral	126(42.0)	80(57.1)	78(48.7)	284(47.3)
Disagree	98(32.7)	20(14.3)	24(15.0)	142(23.7)
Strongly Disagree	6(2.0)	4(2.9)	6(3.7)	16(2.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.38 shows that out of 600 respondents, 284 respondents (47.3 per cent) neither agree nor disagree for the statement that medical leave provided by the safety match units made the people to join in the safety match industry. 26.4 per cent of the respondents disagree to the statement that medical leave facility offered by the match units induce the people to join in the match units.

In rural safety match units, 34.7 per cent of the respondents disagree with the statement. 57.1 per cent of the respondents of semi-urban safety match units' are neither agree nor disagree for the statement that medical leave provided by the safety match units made the people to join in the safety match industry. Similarly the respondents of the urban safety match units preferred to stay neutral.

It is inferred from Table 4.38 that medical leave given by the safety match industry is not inducing the people to join in the safety match industry in the study area.

4.3.10 Short Distance from residence

The short distance between the residence and the safety match unit is considered as one of the reasons for the people to join in the safety match industry in this study. The opinion given by the respondents are classified and presented in Table 4.39.

Table 4.39

Short Distance from residence

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	0(0)	10(7.1)	4(2.5)	14(2.3)
Agree	52(17.3)	36(25.7)	24(15.0)	112(18.7)
Neutral	158(52.7)	78(55.7)	120(75.0)	356(59.3)
Disagree	84(28.0)	12(8.6)	6(3.8)	102(17.0)
Strongly Disagree	6(2.0)	4(2.9)	6(3.7)	16(2.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

The above Table 4.39 shows that out of 600 respondents, 356(59.3 per cent) respondents neither agree nor disagree that the short distance between the residence and the match units made them to join in the match units in the study area. Moreover 19.7 per cent of the respondents are disagreeing with this reason.

It is inferred from Table 4.40 that irrespective of the location of the safety match unit respondents are neither agree nor disagree that the short distance between the residence and the match units made them to join in the safety match units. The opinion given by the respondents reveals that the short distance between the residence and the match unit is not a reason for joining in the safety match units.

4.3.11 Family Expenditure Burden

One of the dominating industry in Virudhunagar District is safety match industry. There are number of reasons to join in the safety match units. ‘Family expenditure burden’ is one of the reasons for the respondents to going to the match industry. Table 4.40 presents the opinion given by the respondents for joining in the match units.

Table 4.40

Family Expenditure Burden

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	22(7.3)	18(12.9)	10(6.3)	50(8.3)
Agree	34(11.3)	24(17.1)	18(11.3)	76(12.7)
Neutral	92(30.7)	66(47.1)	94(58.8)	252(42.0)
Disagree	114(38.0)	30(21.4)	30(18.6)	174(29.0)
Strongly Disagree	38(12.7)	2(1.5)	8(5.0)	48(8.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

Table 4.40 shows that out of 600 respondents, 252 (42 per cent) respondents neither agrees nor disagree that the family expenditure burden made them to join in the safety match industry. Only 21 per cent of the respondents agree that the family expenditure burden made them to join in the safety match units.

In the rural safety match units, 50.7 per cent of the respondents disagree that the family expenditure burden made them to join in the safety match units. Among the respondents of semi-urban safety match units 30 per cent of them agree that the family expenditure burden made them to join in the safety match units. As regards the urban

safety match units 58.8 per cent of the respondents neither agrees nor disagree to this reason.

Table 4.40 reveals that majority of the respondents of safety match industry neither agrees nor disagree that the family expenditure burden made them to join in the safety match industry.

4.3.12 Compulsion from the Family Members

Among many reasons the compulsion from the family members is also considered as one of the reasons for the analysis. The respondents rating in the five points scale is presented in Table 4.41.

Table 4.41
Compulsion from the Family Members

Response	No of Respondents			Total
	Rural	Semi-Urban	Urban	
Strongly Agree	28(9.3)	12(8.6)	6(3.8)	46(7.7)
Agree	50(16.7)	58(41.4)	30(18.8)	138(23.0)
Neutral	88(29.3)	28(20.0)	62(38.8)	178(29.7)
Disagree	120(40.0)	42(30.0)	60(37.5)	222(37.0)
Strongly Disagree	14(4.7)	0(0)	2(1.1)	16(2.6)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

In the rural safety match units, 40 per cent of the respondents disagree to the statement that ‘compulsion from the family members’ made them to join in the safety match industry. Among the respondents of semi-urban safety match units 50 per cent of them agree that ‘compulsion from the family members’ made them to join in the safety match industry. As regards the urban safety match units respondents 38.8 per cent of

the respondents neither agrees nor disagree that ‘compulsion from the family members’ made them to join in the safety match industry.

It is evident from Table 4.41 that majority of the respondents of safety match industry are disagreeing to the reaspm that’ compulsion from the family members’ made them to join in the safety match industry.

4.3.12 Improving Standard of Living

Respondents are asked to rate their response in the five point scale to the statement that ‘improving standard of living’ made them to join in the safety match industry. Table 4.42 presents the response given by the respondents according to the location of the safety match units.

Table 4.42

Improve Standard of Living

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	16(5.3)	14(10.0)	16(10.0)	46(7.7)
Agree	74(24.7)	24(17.1)	32(20.0)	130(21.7)
Neutral	108(36.0)	66(47.1)	76(47.5)	250(41.7)
Disagree	82(27.3)	32(22.9)	28(17.5)	142(23.7)
Strongly Disagree	20(6.7)	4(2.9)	8(5.0)	32(5.2)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in parentheses indicates percentage)

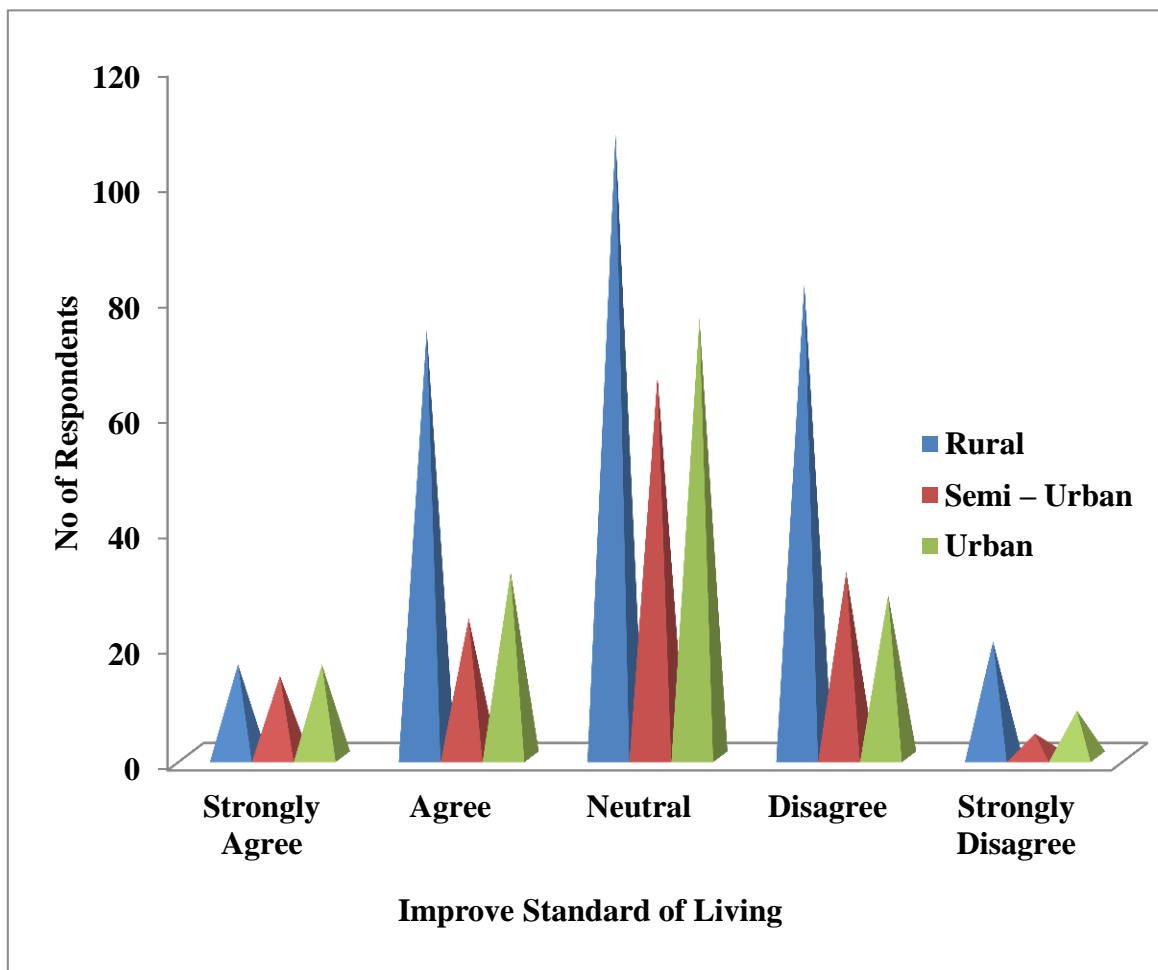
The above Table 4.42 shows that out of 600 respondents, 250 (41.7 per cent) respondents neither agrees nor disagrees with the statement that ‘improving the standard of living’ made them to join in the safety match units. Only 29.4 per cent of

the respondents agree that ‘improving the standard of living made them to join in the safety match units.

In the rural safety match units, 36 per cent of the respondents neither agrees nor disagree that the improvement in the standard of living made them to join in the safety match units. Among the respondents of semi-urban and urban safety match units, majority of the respondents neither agree nor disagree to the statement that ‘improving the standard of living’ made them to join in the safety match industry.

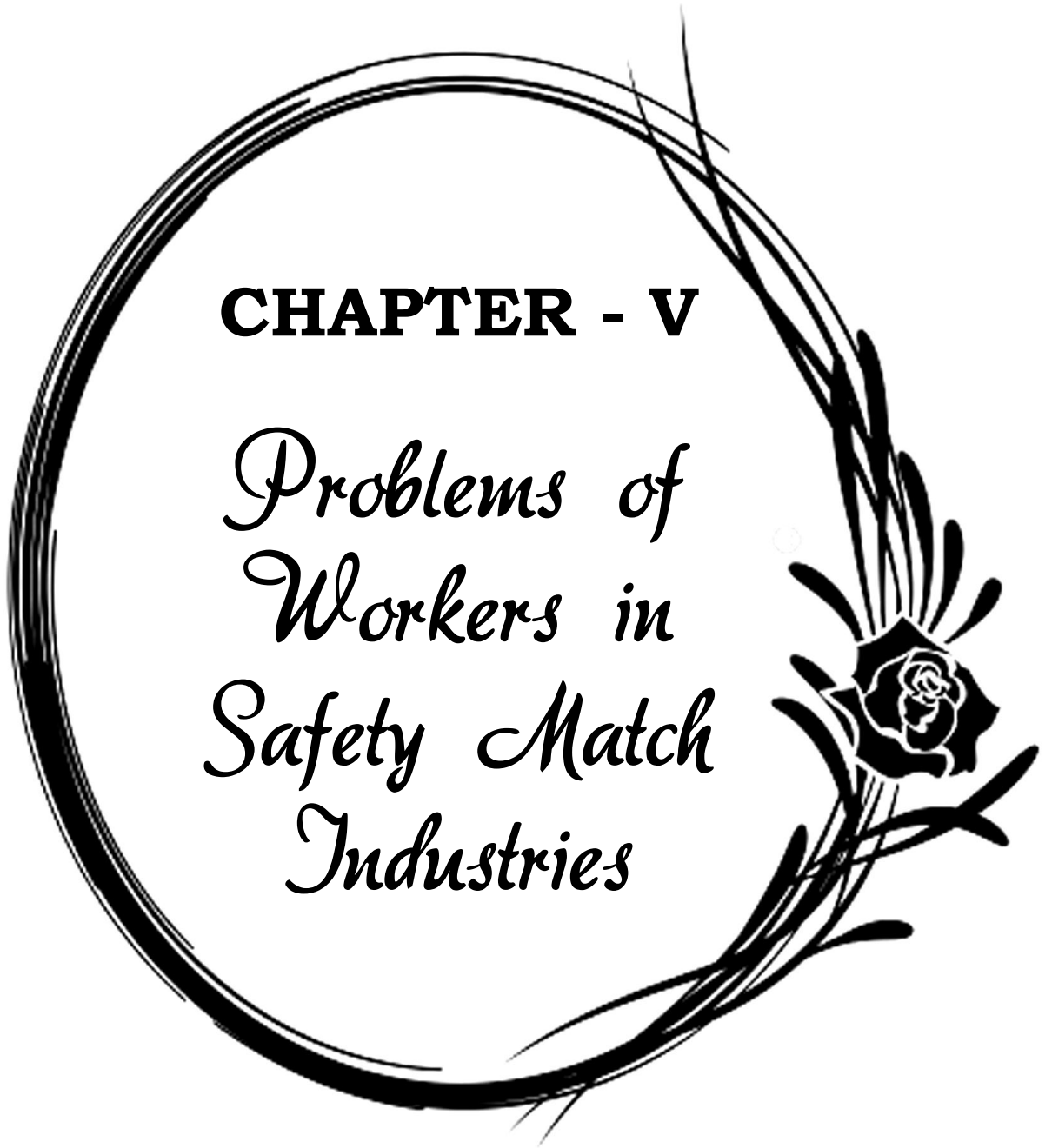
Figure 4.11

Improve Standard of Living



CHAPTER - V

Problems of Workers in Safety Match Industries



CHAPTER - V

PROBLEMS OF WORKERS IN SAFETY MATCH INDUSTRY

- Introduction
- Perception About the Working Environment in the Match Industry
- Problems Faced by the Workers in the Safety Match Industry
- Reasons for Working in the Safety Match Industry
- Measures to Overcome the Problems

CHAPTER - V

PROBLEMS OF WORKERS IN SAFETY MATCH INDUSTRY

5.1 INTRODUCTION

This chapter deals with the analysis of the perceptions of workers of safety match industry and their problems in Virudhunagar district. The perception of workers regarding working condition, infrastructure and technology followed in the production process, canteen facilities, safety measures, wages and benefits are analysed using appropriate statistical tools. In addition to this the researcher has analysed the their Problems by the workers regarding working condition, wages, benefits, social security measures, job security, risk, occupational disease, personality oriented problems, family related problems, management related problems, supervisor related problems, technologies related problems and canteen related problems.

Appropriate statistical tools has been used to analyse the reasons expressed by the respondents for working in the safety match industry in the study area. In addition to this the opinion given by the respondents about the relationship with management and the relationship with supervisor are also discussed in this chapter.

5.2 PERCEPTION ABOUT THE WORKING ENVIRONMENT IN THE MATCH INDUSTRY

Perception of workers about the working environment has relationship with location of safety match industry. Workers of rural, semi-urban and urban safety match industry have different perception about the working environment. The working environment differs in the rural, semi-urban and urban areas of safety match industry. The difference in the working environment of safety match units located in varied

location influences the perception of workers. Hence perception of workers is considered for the analysis in this study. In order to find out the difference in perception about the working environment among workers of different location of safety match industry analysis of variance tools has been administered.

5.2.1 Respondents opinion about the building used for making match sticks and match boxes

Respondents' opinion is collected from the match units functioning in different locations. The collected opinions are classified and presented according to the location of the match units in the following Table 5.1.

Table 5.1
Respondents' Opinion about the Building used for Making
Match sticks and Match boxes

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	34(11.3)	28(20.0)	18(11.3)	80(13.3)
Agree	38(12.7)	36(25.7)	32(20.0)	106(17.7)
Neutral	118(39.3)	30(21.4)	56(35.0)	204(34.0)
Disagree	88(29.3)	44(31.4)	54(33.7)	186(31.0)
Strongly Disagree	22(7.4)	2(1.5)	0(0)	24(4.0)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

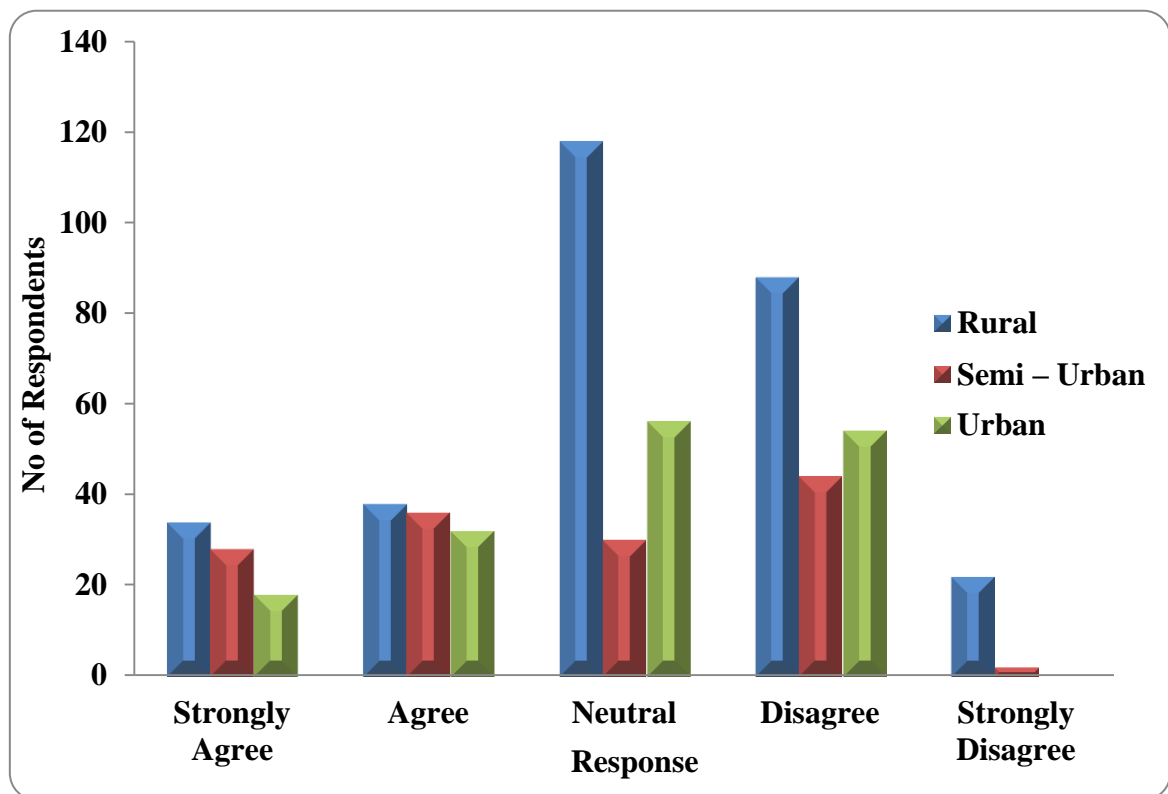
(Figures in the parentheses indicates percentage)

The above Table 5.1 shows that out of 600 respondents, 204 respondents (34 per cent) are of the opinion that the safety match units are not using separate building for match stick making and match box making. 186 respondents are disagree this statement and only 4 per cent of the respondents are strongly disagree this statement.

36.7 per cent, 32.9 per cent and 33.7 per cent of the respondents belonging to the rural, semi-urban and urban safety match units respectively says that the safety match units are not using separate building for the match stick making and match box making. It is evident that irrespective of the location of the safety match units separate building is not used for match stick making and match box making in the study area.

Figure 5.1

**Respondents' Opinion about the Building used for Making
Match sticks and Match boxes**



5.2.2 Respondents opinion about the Cleanliness of the Working place

Respondents' opinion about the cleanliness of the working place is presented in the Table 5.2. The opinion given by the respondents are classified according to the location of the safety match units in the study area.

Table 5.2

Respondents Opinion about the Cleanliness of the Working place

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Agree	8(2.7)	0(0)	2(1.3)	10(1.7)
Neutral	70(23.3)	34(24.3)	34(21.3)	138(23.0)
Disagree	152(50.7)	66(47.1)	76(47.4)	294(49.0)
Strongly Disagree	70(23.3)	40(28.6)	48(30.0)	158(26.3)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

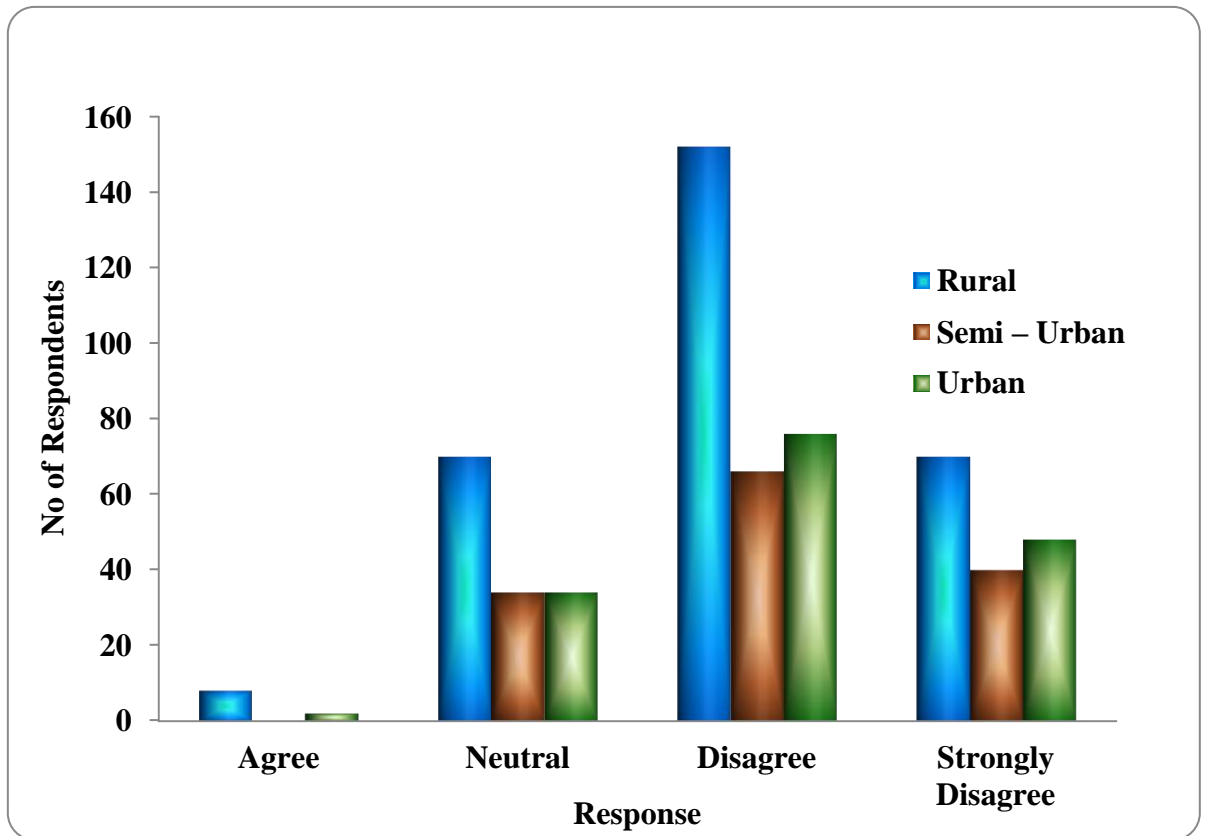
(Figures in the parentheses indicates percentage)

The above Table 5.2 shows that out of 600 respondents, 294 respondents (49 per cent) disagree to the statement that the safety match units are providing clean and hygienic working place to the workers. 158 (26.3 per cent) respondents are strongly disagree to this statement to the statement that the safety match units are providing clean and hygienic working place to the workers.

74 per cent of the rural, 75.7 per cent of the semi-urban and 77.4 per cent of the urban safety match unit respondents are of the opinion that the safety match units are not providing clean and hygienic working environment to its workers.

Figure 5.2

Respondents Opinion about the Cleanliness of the Working place



5.2.3 Respondents Opinion about the Safety Measures provided in the Safety Match units

Respondents' opinion about the safety measures provided in the safety match units are classified and grouped according to the location of the units. Table 5.3 shows the opinion given by the respondent about the safety measures provided in the safety match units functioning in the study area.

Table 5.3
Respondents Opinion about the Safety Measures Provided in the
Safety Match units

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	14(4.7)	2(1.4)	0(0)	16(2.7)
Agree	36(12.0)	2(1.4)	16(10.0)	54(9.0)
Neutral	70(23.3)	30(21.5)	46(28.8)	146(24.3)
Disagree	32(10.7)	36(25.7)	18(11.2)	86(14.3)
Strongly Disagree	148(49.3)	70(50.0)	80(50.0)	298(49.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

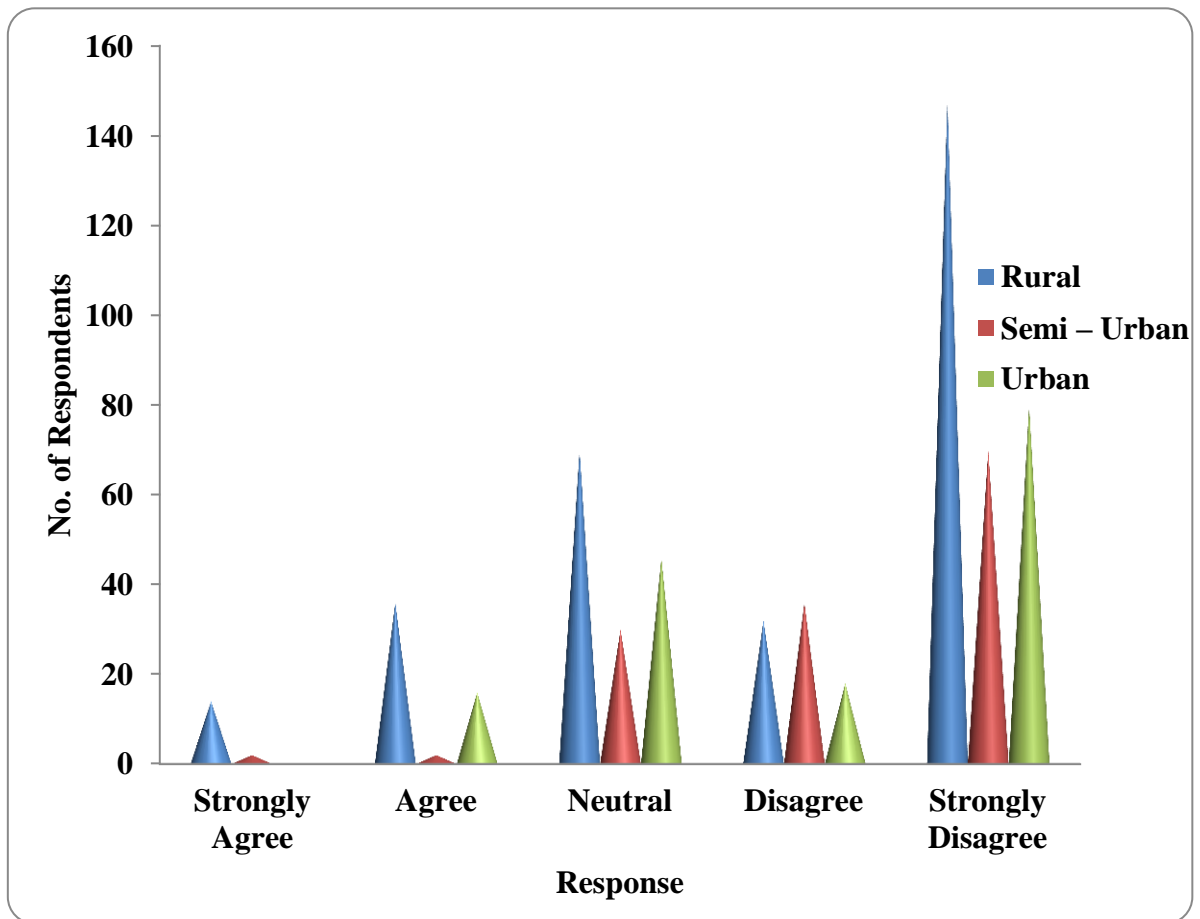
(Figures in the parentheses indicates percentage)

Table 5.3 shows that out of 600 respondents, 298 respondents (49.7 per cent) strongly disagree to the statement that the safety match units in the study area are providing adequate safety measures to its workers.

60 per cent, 75.7 per cent and 61.2 per cent of the respondents of rural, semi-urban and urban safety match units respectively expresses their disagreement to the statement that the safety match units in the study area are providing adequate safety measures to its workers. It is inferred from Table 5.3 that the safety match units in the study area are not providing adequate safety measures to its workers.

Figure 5.3

**Respondents Opinion about the Safety Measures Provided in the
Safety Match units**



5.2.4 Respondents Opinion about the Safety gadgets provided by the Match units

Working in the safety match industry requires adequate safety measures. The safety match units have to provide necessary safety gadgets to the safety match workers. The respondents' opinion about the provision of the safety gadgets are classified and presented in the Table 5.4.

Table 5.4

Respondents Opinion about the Safety gadgets provided by the Match units

Response	No of Respondents			Total
	Rural	Semi – Urban	Urban	
Strongly Agree	18(6.0)	16(11.4)	26(16.3)	60(10.0)
Agree	68(22.7)	32(22.9)	32(20.0)	132(22.0)
Neutral	70(23.3)	60(42.9)	50(31.3)	180(30.0)
Disagree	100(33.3)	22(15.7)	48(30.0)	170(28.3)
Strongly Disagree	44(14.7)	10(7.1)	4(2.4)	58(9.7)
Total	300(100)	140(100)	160(100)	600(100)

Source: Primary data

(Figures in the Parentheses indicates percentage)

Table 5.4 shows that 38 per cent of the respondents are disagreeing to the statement that adequate safety gadgets are provided to the safety match workers. 30 per cent of the respondents neither agree nor disagree that the safety units are providing safety gadgets to its workers.

In rural safety match units, 48 per cent of the respondents disagree that adequate safety gadgets are provided to the safety match workers. But 34.3 per cent and 36.3 percent of the semi-urban and urban respondents respectively agree that adequate safety gadgets are provided to the safety match workers.

5.2.5 Perception about Infrastructure

Workers of different location of safety match industry such as rural, semi-urban, urban have different perception about the infrastructure of safety match industry. In order to find out significant difference in the perception about the infrastructure among workers of different location of safety match industry, analysis of variance is used. For testing the significant difference among the workers, a null hypothesis that “there is no significant difference in perception about infrastructure among workers of different location of safety match industry in Virudhunagar district” was framed. The result of the analysis of variance is presented in Table 5.5.

Table 5.5
Perception about Infrastructure

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Separate building is provided for making match sticks and match boxes	2.9133	3.3143	3.0875	3.0533	3.354*
2	Separate room is available for office	3.3267	3.5857	3.5000	3.4333	2.711*
3	Separate rest room is provided for Gents and Ladies	3.4800	3.5143	3.3250	3.4467	0.541
4	Proper and separate Bathroom and latrine facilities is provided by the factory	3.2800	3.3000	3.1375	3.2467	0.801
5	Separate recreation room is provided for Gents and Ladies	2.9867	2.7143	2.7250	2.8533	2.118
6	Separate building for Dispensary to give first aid treatment is provided by the factory	2.9600	2.5571	2.8375	2.8333	3.094*
7	Drinking water is provided by the factory	2.9667	2.9571	3.0250	2.9800	0.089

Source: Primary Data

* Significant at 5 per cent level

Table 5.5 clearly shows that most of the workers are having more perception regarding the rest rooms provided separately for gents and ladies as the mean score is 3.4467. Table 5.5 further shows that the semi-urban and urban workers are having more perception about the availability of the separate office room in the safety match units as its mean scores are 3.5857 and 3.5 respectively. Perception regarding the availability of separate building for making match sticks and match boxes, separate room for office and separate building for dispensary to give first aid treatment are statistically significant at 5 per cent level.

5.2.6 Perception about the Relationship with Management

Perception about the workers relationship with the management is analysed with the help of analysis of variance. Respondents are classified according to rural, semi-urban and urban to assess their perception about the relationship with the management. A null hypothesis that “there is no significant difference in perception about the relationship with management among workers of different location of safety match industry in Virudhunagar district” was formed. The result of the analysis of variance is presented in the Table 5.6.

Table 5.6**Perception about the Relationship with Management**

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	The management consider the workers view	2.8333	3.3141	3.0875	3.0133	4.963
2	Management is generous in providing compensation	3.3200	3.1429	2.8625	3.1567	4.631*
3	The management is sympathetic when any mishap occurs	2.8933	3.1429	3.0125	2.9833	1.127
4	Management helps the children's education	2.6600	2.4429	3.0500	2.7133	5.918
5	Management is ready to cooperate with the workers to solve the problems	3.1200	2.9286	3.2625	3.1133	1.543
6	Workers grievances are settled amicably	2.8400	3.3143	3.0875	3.0167	4.848

Source: Primary Data

* Significant at 5 per cent level

From the above Table 5.6, it is understood that most of the workers perceives that the management is generous in providing compensation to the workers as the mean score is 3.1567. Urban safety match workers perceive that the management is ready to cooperate with the workers to solve the problems as the mean score is 3.2625. Semi- urban workers say that the workers grievances are settled amicably as their mean score is 3.3143. The respondent of the rural safety match workers are of the opinion that the management is generous in providing compensation since their mean score is 3.32. Among the three groups of respondents the perception about the management is generous in providing compensation is statistically significant at 5 per cent level.

5.2.7 Perception about the relationship with Supervisor

Workers of different location of safety match industry such as rural, semi-urban, urban have different perception about the relationship with supervisor of safety match industry. In order to find out significant difference in perception about the relationship with supervisor among workers of different location of safety match industry, analysis of variance is used with the null hypothesis that “there is no significant difference in perception about the relationship with supervisor among workers of different location of safety match industry in Virudhunagar district”. The result of the analysis is presented in the Table 5.7.

Table 5.7
Perception about the Relationship with Supervisor

S. No	Perception	Mean Score				F Statistics
		Rural	Semi-urban	Urban	Overall	
1	Supervisor takes care of me well	2.8400	3.3143	3.1750	3.0400	5.326
2	Supervisor treats me kindly	2.9133	3.1429	3.1250	3.0233	1.328
3	Supervisor communicates directly	3.2400	3.0714	2.7375	3.0667	5.413
4	Supervisor never ignores the complaints forwarded to him	3.1533	2.9571	3.0500	3.0800	.630
5	Supervisor gives me suggestion to increase the Job satisfaction	2.8000	3.2857	3.0500	2.9800	4.271*
6	Supervisor recognizes hard work and reward it	3.0533	3.2286	2.5375	2.9567	6.467
7	Supervisor normally counsels every worker	3.4833	3.8033	4.0143	3.7092	5.908
8	Supervisor normally help to solve the problems	3.7167	3.7869	3.8000	3.7570	.135
9	Supervisor provides tools, equipment and materials without Interruption	3.5833	4.1148	4.1714	3.8765	8.819
10	Supervisor handles grievances at the shop floor level	3.5833	3.9344	4.2429	3.8526	7.619
11	Sufficient freedom is given to workers	3.4417	4.0820	3.9857	3.7490	13.054
12	Supervisors are interested in only extracting work from us	3.2583	3.9508	3.7571	3.5657	8.553*
13	Relationship with my co-worker is good	3.5500	4.0000	3.8571	3.7450	4.856*

Source: Primary Data

* Significant at 5 per cent level

It is understood from Table 5.7 that the workers are having more perception about the provision of tools, equipment and materials without interruption by the supervisor as the mean score is 3.8765. Table 5.7 also reveals that handling grievances by the supervisor at the shop floor level is perceived more by the urban workers as their mean score is 4.2429. Rural workers are having the opinion that the supervisor normally counsels every worker since their mean score is 3.7167. It is clear from Table 5.7 significant difference among the three groups of respondents is noticed regarding ‘supervisor gives me suggestion to increase the job satisfaction’, ‘supervisors are interested in only extracting work from us’ and relationship with my co-worker is good’ since their ‘F’ statistics are significant at 5 per cent level.

5.2.8 Perception about Working Condition

The perception about the working conditions by the workers of different location of safety match industry such as rural, semi-urban, urban have been analysed with the help of analysis of variance. For this purpose a null hypothesis that “there is no significant difference in perception about the working conditions among workers of different location of safety match industry in Virudhunagar district” was formed. The results of the analysis are presented in Table 5.8.

Table 5.8**Perception about Working Condition**

S. No	Perception	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Work place is not adequately and appropriately furnished	4.2200	4.1857	4.1500	4.1933	0.165
2	Provision of Safety measures are not sufficient	3.8800	4.2143	4.0125	3.9933	2.012
3	Work load is reasonable in the factory	3.6733	3.8571	3.9250	3.7833	1.429
4	Sufficient Leave facilities are not given to the workers	3.8600	3.7286	3.4125	3.7100	5.956*
5	The code of discipline followed by the factory is to be improved	3.3129	3.2464	3.4416	3.3311	0.585
6	Regular work is offered in the factory	2.8067	2.9286	2.8750	2.8533	0.450
7	The overall working condition has to be improved in the factory	2.9600	3.000	3.0500	2.9933	0.196

Source: Primary Data

*Significant at 5 per cent level

Table 5.8 shows the workers perception about the working conditions of the safety match units. Most of the workers are of the opinion that the work place is not adequately and appropriately furnished as the mean score is 4.1933. In the case of urban and rural workers they perceive that the work place is not adequately and appropriately furnished as their mean scores are 4.15 and 4.22 respectively. In the case of the semi-urban workers majority of them say that the safety measures provided in the unit are not sufficient since their mean score is 4.2143. Table 5.8 also reveals that among the urban, semi-urban and rural workers significant difference is noticed regarding the leave facilities given to the workers as the 'F' statistics is significant at 5 per cent level.

5.2.9 Perception about Technologies provided

Workers of different location of safety match industry such as rural, semi-urban and urban areas have different perception about technologies provided in the safety match industry. In order to assess the difference in perception among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that “there is no significant difference in perception about technologies provided among the workers of different location of safety match industry”. The result of the analysis is presented in the Table 5.9.

Table 5.9
Perception about Technologies provided

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Management is interested in introducing new production process	3.1852	2.8429	2.8375	2.9300	3.404*
2	Advanced machines are used for safety match production	2.9800	2.8143	2.9375	2.9300	0.429
3	Mechanical methods are used for packing	3.1667	2.8429	2.8250	3.000	3.389*
4	Competition among the manufacturers to go for mechanisation	2.8533	2.7143	2.9625	2.8500	0.792
5	More money is invested for the up gradation of technology	3.1800	2.8429	2.8875	3.0233	2.974*

Source: Primary Data

* Significant at 5 per cent level

Table 5.9 shows that most of the workers say that more money is invested for the up gradation of technology as the mean score is 3.0233. The rural workers are of the opinion that the management of safety match units is interested in introducing new

production process as their mean score is 3.1852. In the case of semi-urban workers say that the management of safety match units is interested in introducing new production process, mechanical methods are used for packing and more money is invested for the up gradation of technology as their mean score is 2.8429. More number of urban workers says that competition among the manufacturers to go for mechanisation as their mean scores are 2.9625 and 2.9375 respectively. Among the rural, semi-urban and urban workers significant difference exists in their perception regarding management is interested in introducing new production process, mechanical methods are used for packing and more money is invested for the up gradation of technology since their 'F' statistics are significant at 5 per cent level.

5.2.10 Perception about Canteen facilities

Rural, semi-urban and urban workers of safety match industry have different perception about canteen facilities provided in the safety match units. In order to find out the difference in their perception analysis of variance is attempted with the null hypothesis that "there is no significant difference in perception about canteen facilities among workers of different location of safety match industry in Virudhunagar district". The result of the analysis is presented in the Table 5.10.

Table 5.10**Perception about Canteen facilities**

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Separate building is provided for canteen	2.6733	2.6000	2.8875	2.7133	1.210
2	Canteen facilities are available to workers at a reasonable rate	3.1800	2.8429	2.8250	3.0067	3.632*
3	Canteen is always kept open in the working hours	3.1067	2.7286	2.6750	2.9033	4.817*
4	Canteen offers variety of foods	3.1200	2.8429	2.6375	2.9267	4.950*
5	Canteen is nearby working place	1.8667	1.8571	1.8750	1.8667	0.011
6	Canteen staff are very kind and affectionate to the workers	2.0800	2.0571	2.1000	2.0800	0.060

Source: Primary Data

*Significant at 5 per cent level

It is clearly known from the Table 5.10 that most of the workers are having high perception about the availability of canteen facilities at a reasonable rate as the mean score is 3.0067. The rural and semi urban workers say that canteen facilities are available to workers at a reasonable rate as their mean score is 3.1800 and 2.8429 respectively whereas the urban workers are of the opinion that separate building is provided for the canteen in the safety match units. Table 5.10 reveals that the perception of the workers about the canteen facilities varies significantly regarding availability of canteen facilities at a reasonable rates to the workers, canteen is kept open in the working hours and variety of food offered in the canteen as the value of ‘F’ statistics are significant at 5 per cent level.

5.2.11 Perception about Safety measures

The perception of the workers about safety measures provided in the safety match industry varies in the rural, semi-urban and urban areas. In order to find out the variation in their perception about safety measures analysis of variance is attempted with the null hypothesis that “there is no significant difference in perception about safety measures among workers of different location of safety match industry in Virudhunagar district”. The result of the analysis is presented in the Table 5.11.

Table 5.11
Perception about Safety measures

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Safety gadgets have been provided by the factory	3.2800	2.8429	2.8250	3.0567	5.993*
2	Organisation provides disaster management training	4.2000	4.1857	4.2500	4.2100	0.124
3	First aid provision is available in the factory	3.3067	2.8429	2.8250	3.0700	6.594*
4	Proper Ventilation is provided by the factory	3.2733	2.8429	2.8250	3.0533	5.823*
5	Chemicals are kept in safe place	2.1067	2.0857	2.1125	2.1033	0.025
6	Match stick are kept in safe place	3.7400	3.7429	3.7375	3.7400	0.102
7	Fire Extinguishers are installed	3.7067	3.7000	3.7375	3.7133	0.321
8	Glosses are provided to handle the chemicals	2.5867	2.5714	2.5750	2.5800	0.056

Source: Primary data

*Significant at 5 per cent level

From the above Table 5.11, it is understood that majority of the workers irrespective of the location of the units say that disaster management training is provided in the safety match units as the relevant mean score is 4.2100. Table 5.11 also

shows that significant difference is noticed among the workers of the rural, semi-urban and urban match units regarding the provision of safety gadgets, first aid and ventilation as the 'F' statistics is significant at 5 per cent level.

5.2.12 Perception about Wages

Workers perception about wages in the safety match industry among the rural, semi-urban and urban is presented in Table 5.12. In order to find out significant difference in perception about wages among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that "there is no significant difference in perception about wages among workers of different location of safety match industry in Virudhunagar district". The result of the analysis is presented in Table 5.12.

Table 5.12
Perception about Wages

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Reasonable wages is given to workers	2.6733	2.6857	2.6750	2.6767	0.035
2	Method of payment is satisfactory in the factory	2.6333	2.7000	2.6250	2.6467	6.141*
3	Periodicity of payment is satisfactory in the factory	2.7133	2.7143	2.7750	2.7300	0.125
4	Over time payment is satisfactory	2.8733	2.8857	2.9000	2.8833	0.040

Source: Primary Data

* Significant at 5 per cent level

Table 5.12 shows the safety match workers perception about the wages. It is revealed from the above Table that majority of the workers are having the opinion that the safety match units are paying over time payment satisfactorily. It is supported by the higher mean score of 2.8833. Irrespective of the area most of the workers belonging to rural, semi-urban and urban area workers say that the over time payment is satisfactory. But significant difference exists among the three groups of safety match workers regarding the method of wage payment since the 'F' statistics is significant at 5 per cent level.

5.2.13 Perception about Benefits

Workers' perception about benefits offered by the safety match industry on the basis of different location of safety match industry such as rural, semi-urban and urban is presented in Table 5.13. Analysis of variance is used to analyse the variations in the perception of the workers towards the benefits offered by the safety match industry. The result of the analysis is presented in Table 5.13.

Table 5.13
Perception about Benefits

S. No	Perception	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	PF is provided by the factory	3.8733	3.8714	3.8375	3.8633	6.073*
2	ESI is provided by the factory	3.2533	3.2429	3.2625	3.2533	2.017
3	Group Insurance provided by the factory	2.7200	2.7286	2.7125	2.7200	2.048
4	Maternity benefit is provided by the factory	3.8667	3.8429	3.8375	3.8533	0.049
5	Conveyance is provided by the factory	2.4867	2.4857	2.5125	2.4933	2.016
6	Leave facility is provided in the factory	2.5067	2.5143	2.4875	2.5033	1.120
7	Holiday benefits is available in the factory	2.4867	2.4852	2.4225	2.4213	0.160
8	Transport facility is provided by the factory	3.5241	3.2145	3.6421	3.1152	0.075
9	Bonus is given to the workers	2.9654	2.8567	2.9241	2.9784	1.047
10	Advance is given to the workers	3.1241	3.1456	3.3145	3.4274	0.214
11	Gift is given to the workers	3.2415	3.6541	3.2541	3.1450	0.285
12	Dispensary is provided by the factory	2.9845	2.8542	2.9754	2.6548	1.149
13	Crèche facility is provided by the factory	2.9754	2.8754	2.8654	2.8467	0.016
14	Recreation Centre is provided by the factory	3.1421	3.2145	3.1678	3.2456	2.129

Source: Primary data

* Significant at 5 per cent level

Table 5.13 shows the workers perception about benefits provided by the safety match units in the study area. Majority of the workers are of the opinion that the safety match units are providing provident fund to its workers as the mean score is 3.8633. It is also inferred from Table 5.13 that irrespective of the area to which they belong majority of the workers say that the safety match units are providing provident fund to the workers. But significant variation is noticed regarding the provision of provident fund as the ‘F’ statistics is significant at 5 per cent level.

5.3. THEIR PROBLEMS BY THE WORKERS IN THE SAFETY MATCH FACTORY

The problems related workers vary from concern to concern and depending upon the area of location also it varies. The Problems by the workers in the safety match industry is analysed from the point of view of the location of the match unit.

5.3.1 Problems regarding working condition

The problem encountered by the safety match workers regarding the working condition is presented in Table 5.14. As the workers problem varies depending upon the place of work, the analysis of variance is used to find out the significant variation in the working conditions among the rural, semi-urban and urban workers with a null hypothesis that ‘there is no significant difference in problems regarding to different working conditions among workers of different location of safety match industry in Virudhunagar district’. The result of the analysis is presented in Table 5.14.

Table 5.14

Problems Regarding Working Condition

S.No	Problems	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Working place is not clean	3.2933	3.5000	3.8250	3.4833	8.369
2	Safety measures provided are not adequate	3.3400	3.7571	3.6625	3.5233	4.654*
3	Adequate facilities are not provided in the work place	3.3333	3.8286	3.9375	3.6100	14.485
4	Working place is exposed to chemicals	3.2667	3.5143	3.6625	3.4300	4.735

Source: Primary Data

*Significant at 5 per cent level

From the above Table 5.14, it is understood that most of the workers are of the opinion that the safety match units are not providing adequate facilities to the workers. As regards the rural match units workers are concerned most of them say that the safety match units are not providing safety measures adequately since its mean score is 3.34. Inadequate facilities in the safety match units is the predominant problem among the semi-urban and urban workers as their mean scores are 3.8286 and 3.9375 respectively. Among the various problems relating to working condition, the problems relating to safety measures is statistically significant at 5 per cent level.

5.3.2 Problems regarding Wages

Problems relating to the safety match workers regarding wages are presented in Table 5.15. The problem regarding wages varies depending upon the location of the match units. In order to find out significant difference in problems regarding wages among workers of different location of safety match units, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding wages among workers of different location of safety match units in Virudhunagar district’. The following Table 5.15 shows the result of the analysis.

Table 5.15**Problems Regarding Wages**

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Inadequate wages	2.9267	3.1571	3.1750	3.1267	7.982
2	Low Piece rate	3.4933	3.4714	3.4125	3.4667	0.210
3	Low Time rate	2.6467	2.7286	2.9500	2.7467	2.038
4	Daily wages is not properly given	2.8867	3.1571	3.4750	3.1067	9.168*

Source: Primary Data

* Significant at 5 per cent level

It is clearly understood from Table 5.15 that most of the workers are saying that the safety match units are offering low piece rate as the mean score is 3.4667. Among the urban area workers the dominant problem is ‘irregularity in the payment of daily wages’ as the mean score is 3.4750. Among the semi-urban and rural area workers the dominant problem is the very low piece rate as the mean scores are 3.4714 and 3.4933 respectively. But the irregularity in the payment of daily wages is statistically significant at 5 per cent level.

5.3.3 Problems regarding Benefits

The safety match workers problems regarding the benefits given by the safety match units are given in Table 5.16. Problems of workers regarding to benefits has relationship with location of safety match industry. In order to find out the significant difference in problems regarding the benefits among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding to benefits among workers of

different location of safety match industry in Virudhunagar district'. The following Table 5.16 shows the result of the analysis.

Table 5.16

Problems Regarding Benefits

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Welfare measures are not provided	2.9000	2.9571	3.3500	2.9500	8.177
2	House Rent Allowance is not given	3.3733	3.1857	3.1000	3.2567	4.659*
3	Dearness Allowance is not given	3.0267	2.9143	3.1375	3.0300	1.168
4	Travelling allowance is not given	2.9933	2.9143	2.8750	2.9433	0.418

Source: Primary Data

*Significant at 5 per cent level

The above Table 5.16 reveals that most of the workers are not getting house rent allowance as the mean score is 3.2567. The predominant problem among the urban workers is the lack of welfare measures in the match factories, whereas for the semi-urban and rural workers their major problem is lack of house rent allowance as their mean score are 3.1857 and 3.3733 respectively. The non provision of house rent allowance by the safety match units is statistically significant at 5 per cent level.

5.3.4 Problems regarding Risk

Problems of safety match workers regarding risk are presented in Table 5.17. In order to analyse the significant difference among workers of different location of safety match industry regarding the risk analysis of variance is used. The result of the analysis is given in the Table 5.17.

Table 5.17

Problems Regarding Risk

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Fire accident	2.9400	3.1000	3.1375	3.0300	4.234*
2	Loss of life	3.2800	3.1143	2.9625	3.1567	0.694
3	Chemical is harmful	3.0000	3.0857	3.3000	3.1000	2.379
4	Chemical is inflammable	2.8267	2.9857	3.1500	2.9500	2.414

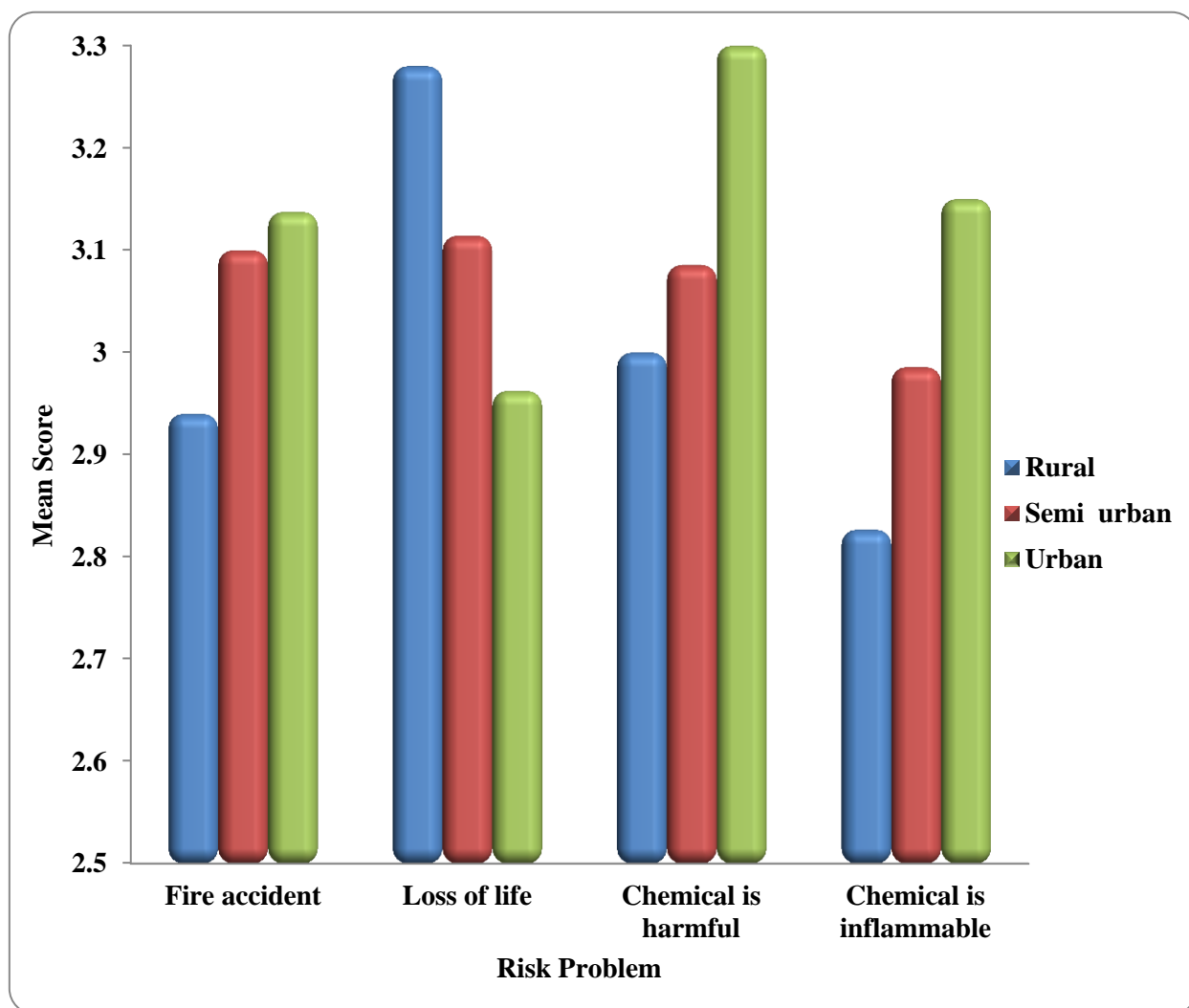
Source: Primary Data

* Significant at 5 per cent level

From Table 5.17, it is understood that the major risk in working in the match units is the loss of life as the mean score is 3.1567. Among the urban area workers the problem of handling harmful chemicals dominates the risk as the mean score is 3.3000. It is inferred from Table 5.17 that among the Semi-urban and rural area workers the major perceived risk is loss of life as their mean scores are 3.1143 and 3.2800 respectively. It is evident that the problem of fire accident is statistically significant at 5 per cent.

Figure 5.4

Problems Regarding Risk



5.3.5 Problems regarding Social Security Measures

Table 5.18 presents the problems of workers regarding social security measures. The problem of social security measures varies depending upon the location of safety match industry. In order to find out the significant difference in problems regarding social security measures among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding social security measures among workers of different location of safety match industry in Virudhunagar district’. The following Table 5.18 shows the result of analysis of variance.

Table 5.18

Problems regarding social security measures

S. No	Problems	Mean Score				F Statistics
		Rural	Semi – urban	Urban	Overall	
1	Provident Fund is not provided to the workers	3.1333	3.1429	3.1500	3.1400	0.126
2	Employees State Insurance is not provided to the workers	3.2063	3.2143	3.2000	3.2067	4.046*
3	Group Insurance is not provided to the workers	2.9541	2.9562	3.1232	3.1012	2.376
4	Gratuity is not provided to the workers	3.1400	3.1286	3.1625	3.1433	0.104
5	Retirement benefit is not provided to the workers	2.6542	2.9547	2.7542	2.8542	3.037*
6	Annual increment is not provided to the workers	3.2572	3.2154	2.9542	3.1131	1.002
7	Voluntary retirement scheme is not available in the factory	3.2067	3.2143	3.2250	3.2133	1.179

Source: Primary Data

* Significant at 5 per cent level

From the above Table 5.18, it is clearly understood that the major problems regarding social security measures in the match factory is the non availability of the voluntary retirement scheme in the units as the mean score is 3.2133. The Table also reveals that among the urban area workers the problem of non availability of the voluntary retirement scheme dominates the problems regarding social security measures as the mean score is 3.2250. The Table 5.18 exhibits that among the Semi-urban and rural area workers the major problem is the non availability of increment to the workers as their mean scores are 3.2154 and 3.2572 respectively. But the problem of non availability of employee state insurance and retirement benefit to the workers are statistically significant at 5 per cent.

5.3.6 Problems regarding Job Security

Problems of workers regarding job security is presented in Table 5.19. The problems of the workers vary depending upon the location of safety match units. In order to find out significant difference in the problems regarding job security among workers of different location of safety match units, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding job security among workers of different location of safety match units in Virudhunagar district’. The result of the analysis is presented in Table 5.19.

Table 5.19**Problems Regarding Job Security**

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	There is no job security	3.2867	3.2857	3.2750	3.2833	5.214*
2	At any time the workers will be sent out of the factory	3.3267	3.3286	3.3250	3.3267	1.054

Source: Primary Data

* Significant at 5 per cent level

Table 5.19 shows the problems regarding the job security. Most of the workers of safety match units are of the opinion that the safety match unit sends out the workers any time as the mean score is 3.3267. The predominant problem among the urban, semi-urban and rural workers is that the safety match unit sends out the workers any time as their mean score are 3.3250, 3.3286 and 3.3267 respectively.

5.3.7 Problems regarding Occupational Disease

Problems of workers regarding occupational disease have relationship with location of safety match units. In order to find out the significant difference in the problems regarding occupational diseases among workers of different location of safety match units analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding occupational diseases among workers of different location of safety match industry in Virudhunagar district'. The analysis is presented in the Table 5.20.

Table 5.20**Problems Regarding Occupational Disease**

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Breathing problem	3.3400	3.3286	3.3125	3.3000	5.179*
2	Skin problem	3.6333	3.6714	3.6500	3.6467	1.057
3	Lungs problem	3.8200	3.8143	3.8125	3.8157	2.025
4	Kidney problem	3.7067	3.7429	3.7250	3.7200	0.048

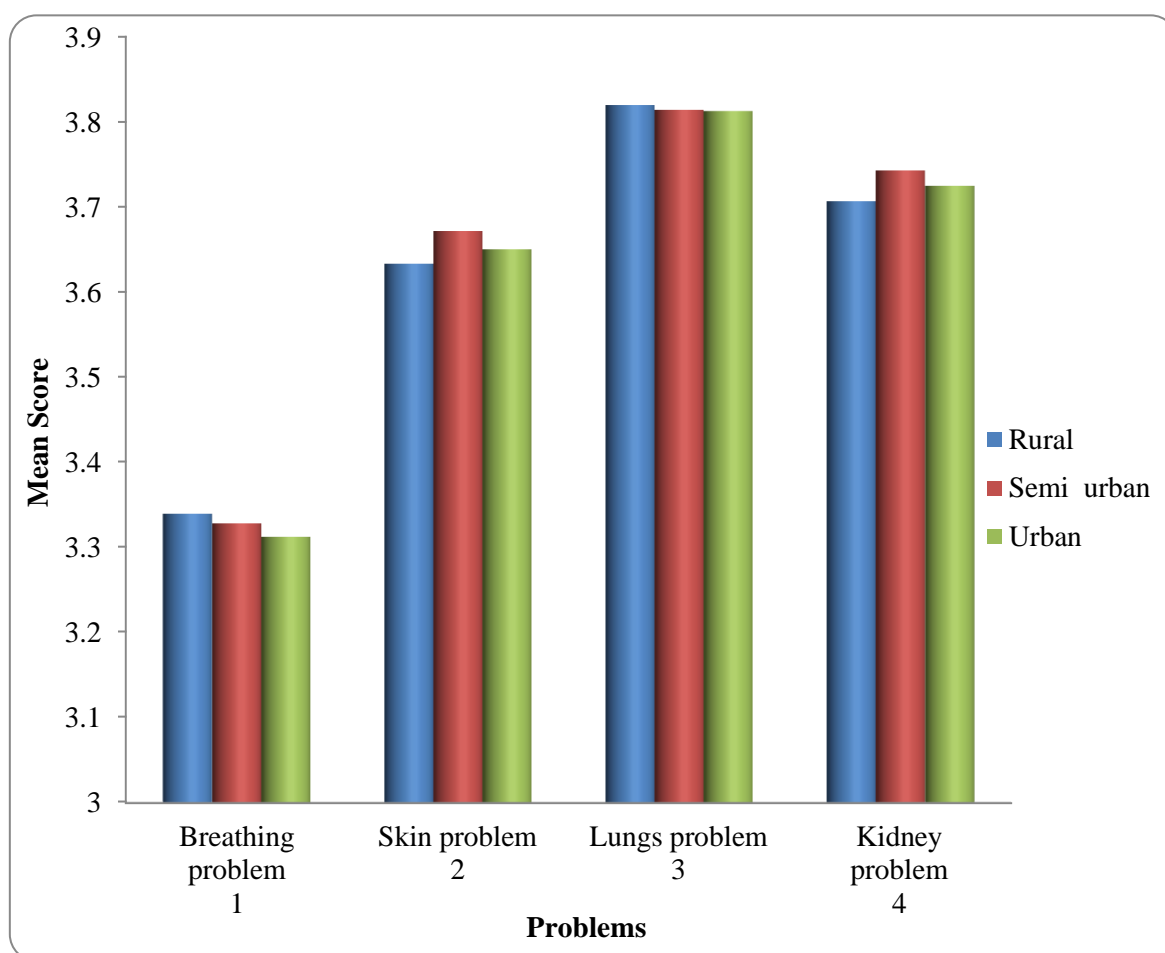
Source: Primary Data

* Significant at 5 per cent level

Table 5.20 exhibits that most of the workers are facing the lungs problem as the mean score is 3.8157. It also reveals that the predominant problem regarding the occupational disease among the urban, semi-urban and rural workers their workers is lungs problem as their mean score are 3.8125, 3.8143 and 3.8200 respectively. The Table 5.20 reveals that the breathing problem among the safety match workers is statistically significant at 5 per cent level.

Figure 5.5

Problems Regarding Occupational Disease



5.3.8 Personality oriented problems

Personality oriented problems among the workers of safety match industry is presented in the Table 5.21. Personality oriented problems of workers has relationship with location of safety match units. In order to find out significant difference in personality oriented problems among workers of different location of safety match units, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in personality oriented problems among workers of different location of safety match industry in Virudhunagar district’. The following Table 5.21 shows the result of the analysis.

Table 5.21

Personality Oriented Problems

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Proper recognition is not given to the workers	3.7667	3.7714	3.3625	3.3833	1.082
2	Work is not properly respected	3.3867	3.4000	3.7750	3.7700	4.021*
3	Lack of power and authority	3.3667	3.6286	3.6875	3.6330	0.109

Source: Primary Data

*Significant at 5 per cent level

Majority of the workers are saying that the safety match work is not properly respected as the mean score is 3.7700. Table 5.21 shows that proper recognition is not given to the workers is the predominant problem among the semi-urban and rural workers as their mean scores are 3.7714 and 3.7667 respectively whereas the dominant problem among the urban area workers is that their work is not properly respected as their mean score is 3.7750. It is also evident from Table 5.21 that among the various

personality oriented problems ‘work is not properly respected’ is statistically significant at 5 per cent level.

5.3.9 Family related problems

Safety match workers’ family related problems are presented in Table 5.22. The workers problems related to their family have relationship with location of safety match units. In order to find out significant difference in family related problems among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in family related problems among workers of different location of safety match industry in Virudhunagar district’. The following Table 5.22 shows the result of the analysis.

Table 5.22

Family Related Problems

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Lack of education among the family members	3.8467	3.8857	3.8000	3.8133	1.247
2	Poverty	3.7200	3.7143	3.7250	3.7200	6.021*
3	Indebtedness problem	2.8400	2.8857	2.7250	2.8367	2.179
4	Unable to repay loan borrowed due to lack of savings	2.3933	2.3857	2.4375	2.4033	0.080

Source: Primary Data

* Significant at 5 per cent level

Table 5.22 shows the result of the analysis of variance as regards the safety match workers family related problems. The lack of education among the family members is the major family related problem as the mean score is 3.8133. It is also

inferred from Table 5.22 that irrespective of the location of the match units the urban, semi-urban and rural workers feels that the lack of education in the family is their major family related problem as the mean scores are 3.8000, 3.8857 and 3.8467 respectively. But the problem of poverty is statistically significant at 5 per cent.

5.3.10 Management Related problems

Management related problems of workers have relationship with location of safety match units. In order to find out significant difference in management related problems among workers of different location of safety match industry analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in management related problems among workers of different location of safety match industry in Virudhunagar district’. The result of the analysis of variance is presented in Table 5.23.

Table 5.23

Management Related problems

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	The management did not consider the workers view	2.1200	2.1429	2.1750	2.1400	1.143
2	Lack of representation to the workers in the managerial decision	3.8400	3.8429	3.8875	3.8533	2.233
3	Lack of recognition in the policy matters	3.3067	3.3000	3.3375	3.3133	6.039*
4	The management is not for workers welfare	3.8467	3.8714	3.5750	3.8333	0.327

Source: Primary Data

* Significant at 5 per cent level

It is understood from the above Table 5.23 that the major management related problem among the safety match workers is the lack of representation to the workers in the managerial decision as the mean score is 3.8533. It is evident from Table 5.23 that among the urban area workers the problem of lack of representation in the managerial decision dominates the other problems as the mean score is 3.8875. Among the Semi-urban and rural area workers the major problem relating to management is the non consideration of workers' welfare as their mean scores are 3.8714 and 3.8467 respectively. It is evident from Table 5.23 that significant difference exists regarding the lack of recognition in the policy matters as the 'F' value is statistically significant at 5 per cent.

5.3.11 Supervisor Related problems

Supervisor related problems of safety match workers are presented in the Table 5.24. In order to find out significant difference in supervisor related problems among workers of different location of safety match units, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in supervisor related problems among workers of different location of safety match industry in Virudhunagar district'. The result of the analysis presented in following Table 5.24.

Table 5.24**Supervisor Related Problems**

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Supervisor did not mind the workers	3.9667	3.9571	3.9625	3.9633	0.095
2	Supervisor treats the workers with rood	3.3600	3.3429	3.3625	3.3567	0.027
3	Supervisor did not communicates directly	3.5933	3.6143	3.5375	3.5833	0.128
4	Supervisor ignores the complaints forwarded to him	3.2867	3.2429	3.3375	3.2900	0.246
5	Supervisor did not give me suggestions about the work	3.2733	3.2714	3.2875	3.2767	0.210
6	Supervisor did not recognize hard work	3.6000	3.6286	3.6013	3.6067	0.031
7	Supervisor did not give counseling to workers	3.8467	3.8429	3.8375	3.8433	0.064
8	Supervisor did not help to solve the problems	3.5133	3.5143	3.4875	3.5067	0.160
9	Supervisor did not provides tools, equipment and materials	3.4800	3.4857	3.5000	3.4867	0.010
10	Supervisor did not handles grievances	3.3800	3.3714	3.3375	3.3667	0.147
11	There is no freedom to workers	3.8400	3.8286	3.8875	3.8500	0.090

Source: Primary Data

* Significant at 5 per cent level

From Table 5.24, it is understood that the major supervisor related problem is 'supervisor did not mind the workers' as the mean score is 3.9633. Among the urban, Semi-urban and rural area workers the problem of 'supervisor did not mind the workers' dominates the other problems as their mean scores are 3.9625, 3.9571 and 3.9667 respectively.

5.3.12 Technology Related problems

Safety match workers are facing technology related problems. Technology related problems vary depending upon the location of safety match units. In order to find out the significant difference in technology related problems among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in technology related problems among workers of different location of safety match industry in Virudhunagar district'. The following Table 5.25 exhibits the results of the analysis.

Table 5.25

Technologies Related problems

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	Lack of latest machine for frame filling	3.0133	3.1200	2.9750	2.9950	3.059*
2	Lack of latest machine for Box filling	3.9933	3.9857	3.9875	3.9900	0.036
3	No latest machine for packaging	2.1933	2.1714	2.2875	2.2133	0.419
4	There is no latest machine for band rolling	2.6467	2.6429	2.6500	2.6234	1.080
5	Lack of latest machine for other work	2.6067	2.6143	2.5875	2.6033	2.125

Source: Primary Data

* Significant at 5 per cent level

Table 5.25 exhibits the technology related problems of the safety match workers. Lack of latest machine for box filling is the dominant problem among the various technology related problems as the mean score is 3.9900. Among the urban, semi-urban and rural workers of the safety match units most of them are saying that the

match units are not having latest machine for box filling as their mean scores are 3.9933, 3.9857 and 3.9875 respectively. It is evident from Table 5.25 that among the technology related problems the lack of latest machine for frame filling is statistically significant at 5 per cent level.

5.3.13 Canteen Related problems

Canteen related problems of safety match workers are presented in Table 5.26. In order to find out significant difference in canteen related problems among workers of different location of safety match industry, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in canteen related problems among workers of different location of safety match industry in Virudhunagar district’. The following Table 5.26 shows the result of the analysis of variance.

Table 5.26
Canteen Related Problems

S. No	Problems	Mean Score				F Statistics
		Rural	Semi urban	Urban	Overall	
1	There is no Separate building for canteen	2.5733	2.5714	2.5750	2.5733	1.027
2	Canteen facilities are available to workers at a high rate	3.6067	3.5250	3.5675	3.6033	5.104*
3	Canteen is closed most of the time in the working hours	3.6421	3.6571	3.6375	3.6427	1.270
4	The canteen did not offers variety of foods	2.4867	2.4857	2.5125	2.4933	2.160
5	Canteen is too far from the working place	2.5067	2.5143	2.4875	2.5033	1.120
6	Canteen staff are very rigid and non cooperative	2.4624	2.5412	2.6322	2.5632	0.160

Source: Primary Data

* Significant at 5 per cent level

Canteen related their Problems by the safety match workers in the study area are presented in the Table 5.26. The highly viewed canteen related problem is that the canteen is closed most of the time in the working hours as the mean score is 3.6427. Among the urban, semi-urban and rural match workers majority of the workers says that canteen is closed most of the time in the working hours as their mean scores are 3.6375, 3.6571 and 3.6421 respectively. Among the various canteen related problems the ‘canteen facilities are available to workers at a high rate’ is statistically significant at 5 per cent level.

5.4 REASONS FOR WORKING IN THE SAFETY MATCH INDUSTRY

Factor analysis helps to reduce the innumerable variables into limited number of latent factors having inter-correlation within themselves. Hence factor analysis is attempted to reduce the numerous variables into limited number of factors. In order to apply factor analysis, the basic assumption to be fulfilled is the factorability of the correlation matrix. KMO measures of sampling adequacy and the Bartlett’s test of sphericity determine the factorability of the correlation matrix. The results of the calculation are presented in Table 5.27.

Table 5.27

Findings of KMO and Bartlett’s Test

Kaiser-Meyer-Olkin measure of sampling adequacy	0.708
Bartlett’s Test of sphericity Approx Chi-Square	4049.228
df	136
Significance	0.000

Table 5.27 shows the findings of the KMO and Bartlett’s test. It reveals that the factor analysis can be rightly employed in this context as it is evidenced through a higher KMO measure (0.708) and a significant Bartlett’s test result. Hence factor

analysis is attempted. The reasons for working in the safety match industry in Virudhunagar district are analysed through rotated factor matrix. The findings of the rotated factor analysis on the reasons for working in the safety match industry in Virudhunagar district are presented in Table 5.28.

Table 5.28

Reasons for Working in the Safety Match Industry

Factors	F1	F2	F3	F4	h²
Most of the people are going to match factory from my area	0.901	0.167	0.054	0.094	1.216
Reasonable wages is given to the workers	0.900	0.176	0.087	0.025	1.188
In and around the place there is no other factory other than match unit is available	0.870	0.014	0.247	0.093	1.224
Going to the factory is my family occupation	0.842	0.115	0.047	0.219	1.223
Lack of family income	0.819	0.165	0.097	0.010	1.091
Regular bonus given to workers	0.740	0.223	0.058	0.078	1.099
To reduce the debt	0.238	0.766	0.274	0.248	1.526
Compulsion from the family members	0.208	0.762	0.092	0.145	1.207
Job security	0.279	0.748	0.211	0.053	1.291
Education for children	0.026	0.698	0.142	0.188	1.054
To improve the standard of living	0.248	0.664	0.196	0.369	1.477
To earn income	0.074	0.309	0.883	0.101	1.367
To meet the family expenditure	0.044	0.240	0.865	0.083	1.232
Friends are working in the match units	0.063	0.047	0.771	0.199	1.080
Advance is given to workers	0.252	0.292	0.587	0.310	1.441
Short distance from residence	0.024	0.229	0.137	0.785	1.175
Medical leave is provided to workers	0.018	0.045	0.438	0.778	1.279
Eigen value	6.276	3.442	1.525	1.135	
Percent of variation	36.919	20.245	8.971	6.675	
Cumulative percentage	36.919	57.164	66.134	72.809	

Rotated factor analysis reveals that there are four major factors responsible for reasons for working in the safety match industry. The details are presented in Table 5.28. The detailed list of reasons for working in the safety match industry grouped in to four category is presented below.

First factor (F1) Reasonable wages and bonus

- (i) Most of the people are going to match factory from my area
- (ii) Reasonable wages is given to the workers
- (iii) In and around the place there is no other factory other than match unit is available
- (iv) Going to the factory is my family occupation
- (v) Lack of family income
- (vi) Regular Bonus is given to workers

Second factor (F2) Job security

- (i) To settle the debt
- (ii) Compulsion from my family side
- (iii) Job security
- (iv) Education for children
- (v) To improve the standard of living

Third factor (F3) Benefits

- (i) To earn income
- (ii) To meet the family expenditure
- (iii) Friends are working in the match units
- (iv) Advance is given to workers

Fourth factor (F4) Convenience

- (i) Short distance from residence
- (ii) Medical leave is provided to workers

Table 5.28 shows that the first factor **F1 (Reasonable wages and bonus)** accounts for 36.919 per cent variation in the total variable set. There are six reasons positively loaded in this factor. They are; most of the people are going to match factory from my area, reasonable wages is given to the workers, in and around there is no other factory other than match units, going to the factory is my family occupation, lack of income in the family and regular bonus is given to workers. These six reasons are positively loaded in the factor F1. It implies that there is a positive correlation among these six reasons.

The second factor **F2 (Job security)** represents 20.245 per cent variation in the total variable set. There are five reasons positively loaded in the factor namely; to settle the debt, compulsion from my family, job security, education for children and to improve the standard of living. It implies that there is a positive correlation among these five reasons.

The third factor **F3 (Benefits)** represents 8.971 per cent variation in the total variable set. This factor includes four reasons such as; to earn income, to meet the family expenditure, friends working in the industry and advance are given to workers. The reasons grouped in this category are positively loaded in this factor.

The fourth factor **F4 (Convenience)** accounts for a variation of 6.675 per cent in the total variable set. This factor includes two reasons such as; short distance from residence and medical leave is provided to workers. The reasons are positively loaded in this factor.

5.5 MEASURES TO OVERCOME THE PROBLEM

Factor analysis helps to reduce the innumerable variables into limited number of latent factors having inter-correlation within themselves. Hence factor analysis is attempted to reduce the numerous variables into limited number of factors. In order to apply factor analysis, the basic assumption to be fulfilled is the factorability of the correlation matrix. KMO measures of sampling adequacy and the Bartlett's test of sphericity determine the factorability of the correlation matrix. The results of the calculation are presented in Table 5.29.

Table 5.29

Findings of KMO and Bartlett's Test

Kaiser-Meyer-Olkin measure of sampling adequacy	0.747
Bartlett's Test of sphericity Approx Chi-Square	3680.210
df	120
Significance	0.000

Table 5.29 shows the findings of the KMO and Bartlett's test. It reveals that the factor analysis can be rightly employed in this context as evidenced through a higher KMO Measure (0.747) and a significant Bartlett's test result. Hence factor analysis is attempted. Analysis of measures to overcome the problems in the safety match industry in Virudhunagar district are made through rotated factor matrix. The findings of the rotated factor analysis on the measures to overcome the problems in the safety match industry in Virudhunagar district are presented in Table 5.30.

Table 5.30**Measures to Overcome the Problems in the Safety Match Industry**

Factors	F1	F2	F3	F4	h²
Adequate benefits to the workers	0.900	0.078	0.013	0.080	1.071
Creating conducive relationship between management and workers	0.836	0.250	0.186	0.119	1.391
Loyal to work	0.808	0.014	-0.163	0.069	0.728
Extending cooperation to reduce the financial crisis	0.806	0.145	0.132	0.040	1.123
Provision of safety measures	0.785	0.195	0.248	0.220	1.448
Adequate social security measures	0.544	0.345	0.488	0.292	1.669
Severe punishment for the violation of labour laws	0.254	0.880	0.011	0.046	1.191
Strict monitoring of the provisions of Child Labour Act to control the child labour problem	0.298	0.880	0.016	-0.042	1.152
Strict monitoring to enforce minimum Bonus to workers	0.071	0.859	0.194	-0.071	1.053
Enforcing the employers to follow the provision of the Minimum Wages Act	-0.199	0.831	0.270	-0.134	0.768
Government should create awareness to the workers about the labour laws	0.427	0.677	0.039	0.182	1.325
Payment of reasonable wages according to work	-0.076	0.135	0.820	-0.069	0.810
Dedication and commitment in work	0.059	0.086	0.756	-0.067	.834
Providing better working environment	0.231	0.059	0.736	0.006	1.032
Government should insist the management to follow the labour laws	0.052	-0.062	-0.006	0.860	0.844
Labour officer must visit the factory at a regular intervals	0.256	-0.003	-0.105	0.779	0.927
Eigen value	5.915	2.879	1.822	1.196	
Percent of variation	36.967	17.991	11.390	7.474	
Cumulative percentage	36.967	54.958	66.348	73.822	

Rotated factor analysis categorizes the measures to overcome the problems in the safety match industry in Virudhunagar district into four broad groups. The details are presented in Table 5.30. The detailed list of measures to overcome the problems in the safety match industry falling under four groups are presented below.

First factor (F1) Provision of safety and security

- (i) Adequate benefits to the workers
- (ii) Creating conducive relationship between management and workers
- (iii) Loyal to work
- (iv) Extending cooperation to reduce the financial crisis
- (v) Provision of safety measures
- (vi) Adequate social security measures

Second factor (F2) Create awareness

- (i) Severe punishment for the violation of labour laws
- (ii) Strict monitoring of the provisions of Child Labour Act to control the child labour problem
- (iii) Strict monitoring to enforce minimum Bonus to workers
- (iv) Enforcing the employers to follow the provision of the Minimum Wages Act
- (v) Government should create awareness to the workers about the labour laws

Third factor (F3) Provide reasonable wages and working environment

- (i) Payment of reasonable wages according to work
- (ii) Dedication and Commitment in work
- (iii) Providing better working environment

Fourth factor (F4) Government regulations

- (i) Government should insist the Management to follow the labour laws
- (ii) Labour officer must visit the factory at a regular intervals

Table 5.30 reveals that the first factor **F1 (Provision of safety and security)** accounts for 36.967 per cent variation in the total variable set. There are six variables positively loaded in this factor. They are; adequate benefits to the workers, creating conducive relationship between management and workers, loyal to work, extending cooperation to reduce the financial crisis, provision of safety measures and adequate social security measures. These six variables are positively loaded in the factor F1. It implies that there is a positive correlation among these six variables.

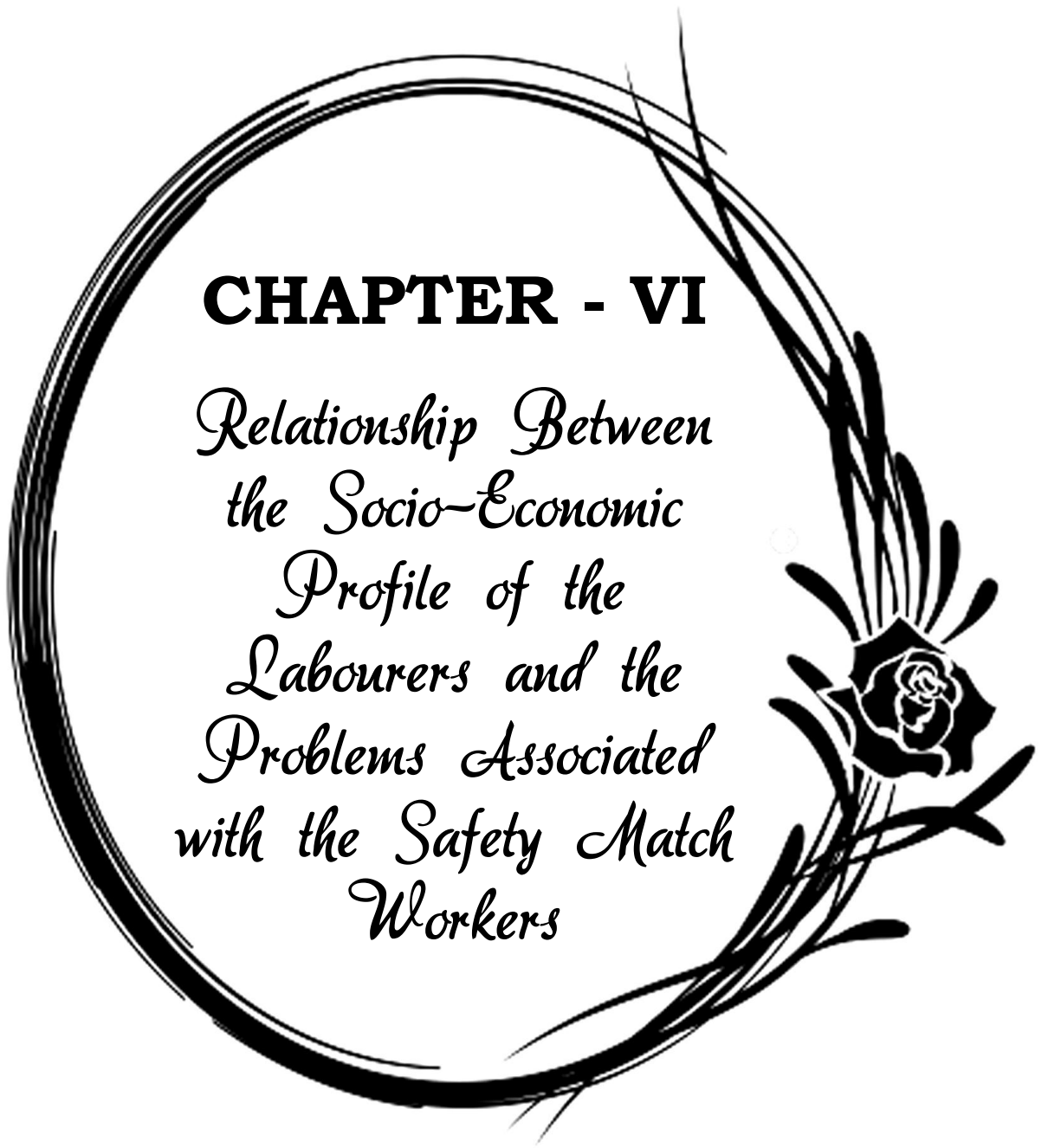
The second factor **F2 (Create awareness)** represents 17.991 per cent variation in the total variable set. There are five variables namely; severe punishment for the violation of labour laws, strict monitoring of the provisions of child labour act to control the child labour problem, strict monitoring to enforce minimum bonus to workers, enforcing the employers to follow the provision of the Minimum Wages Act and government should create awareness to the workers about the labour laws are positively loaded in this factor.

The third factor **F3 (Provide reasonable wages and working environment)** represents 11.390 per cent variation in the total variable set. This factor includes three variables such as; payment of reasonable wages according to work, dedication and commitment in work and providing better working environment. The variables payment of reasonable wages according to work, dedication and commitment in work and providing better working environment are positively loaded in this factor.

The fourth factor **F4 (Government regulations)** accounts for a variation of 7.474 per cent in the total variable set. This factor includes two variables such as; Government should insist the management to follow the labour laws and labour officer must visit the factory at a regular interval. The grouped variables are positively loaded in this factor.

CHAPTER - VI

*Relationship Between
the Socio-Economic
Profile of the
Labourers and the
Problems Associated
with the Safety Match
Workers*



CHAPTER - VI

RELATIONSHIP BETWEEN THE SOCIO ECONOMIC PROFILE OF THE LABOURERS AND THE PROBLEMS ASSOCIATED WITH THE SAFETY MATCH WORKERS

- Introduction
- Relationship between Socio-Economic Variable and Problem
Faced by the Safety Match Workers

CHAPTER - VI

RELATIONSHIP BETWEEN THE SOCIO ECONOMIC PROFILE OF THE LABOURERS AND THE PROBLEMS ASSOCIATED WITH THE SAFETY MATCH WORKERS

6.1 INTRODUCTION

This chapter presents the relationship between the socio economic background of labourers and the problems associated with the safety match workers. The variables relating to the socio economic background are presented in this chapter. The relationship between problems associated with safety match industry and socio-economic background of labourers are analysed with the help of analysis of variance in this chapter.

6.2 RELATIONSHIP BETWEEN SOCIO-ECONOMIC VARIABLES AND THEIR PROBLEMS BY THE SAFETY MATCH WORKERS

Problems regarding working condition, wages, benefits, social security measures and job security differ among different groups of labourers having different socio-economic setup. Hence an analysis of problems regarding the working conditions, wages, benefits, social security measures and job security among different socio-economic groups is attempted. The details of the relationship between Problems regarding working condition, wages, benefits, social security measures and job security and socio-economic variables of labourers of safety match industry in Virudhunagar district are presented below.

6.2.1 Relationship between Age of the respondents and their Problems

The Problems by the safety match workers are analysed with the socio-economic conditions of the labourers. Different age groups of the labourers are working in the match units. The Problems by the different age group differ due to many reasons. Hence the age has relationship with problems regarding the working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different age group of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in Problems regarding working condition, wages, benefits, social security measures and job security among different age group of labourers in safety match industry in Virudhunagar district’. The following Table 6.1 shows the result of the analysis of variance.

Table 6.1

Problems Among Different Age Group of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	1.346	0.261
2	Problems regarding wages	0.783	0.457
3	Problems regarding benefits given to the workers	1.282	0.280
4	Problems regarding Social security measures	2.870	0.057
5	Problems regarding Job security	1.383	0.252

The calculated ‘F’ values of Problems regarding the working condition, wages, benefits, social security measures and job security are 1.346, 0.783, 1.282, 2.870 and 1.383 which are significant at the ‘p’ values of 0.261, 0.457, 0.280, 0.057 and 0.252

respectively. Since the respective 'p' values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it may be concluded that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different age group of labourers in safety match industry in Virudhunagar district.

6.2.2 Relationship between Gender of the respondents and their Problems

Labourers belonging to different gender groups face problems regarding working condition, wages, benefits, social security measures and job security at different level. The intensity of the problem varies between the male and female workers. Hence the gender has relationship with Problems regarding working condition, wages, benefits, social security measures and job security. In order to find out the significant difference in problems regarding the working condition, wages, benefits, social security measures and job security among different gender group of labourers, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in Problems regarding working condition, wages, benefits, social security measures and job security among different gender group of labourers in safety match industry in Virudhunagar district'. The result of the analysis is given in Table 6.2.

Table 6.2**Problems Among Different Gender Group of Labourers**

Sl.No	Problems	F	p value
1	Problems regarding working condition	2.070	0.127
2	Problems regarding wages	0.542	0.582
3	Problems regarding benefits given to the workers	0.634	0.593
4	Problems regarding social security measures	0.671	0.511
5	Problems regarding Job security	1.285	0.277

The above Table 6.2 shows that the calculated 'F' values of problems regarding working condition, wages, benefits, social security measures and job security are 2.070, 0.542, 0.634, 0.671 and 1.285 which are significant at the 'p' values of 0.127, 0.582, 0.593, 0.511 and 0.277 respectively. Since the respective 'p' values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is inferred that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different gender group of labourers in safety match industry in Virudhunagar district.

6.2.3 Relationship between Educational Qualification and Their Problems

Safety match industry workers having different educational qualification face problems regarding working condition, wages, benefits, social security measures and job security at different level. The labourers with low educational qualification face the problems at a higher level than the labourers having high educational qualification. Hence the educational qualification has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match

industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different educational qualification of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in Problems regarding working condition, wages, benefits, social security measures and job security among different educational qualification of labourers in safety match industry in Virudhunagar district’. The result of analysis is presented in Table 6.3.

Table 6.3

Problems Among Different Educational Qualification of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	9.779	0.000
2	Problems regarding wages	6.666	0.001
3	Problems regarding benefits given to the workers	1.464	0.223
4	Problems regarding social security measures	2.768	0.064
5	Problems regarding job security	3.098	0.046

It is evident from the Table 6.3 that the calculated ‘F’ values of problems regarding benefits and Problems regarding to social security measures are 1.464 and 2.768 which are significant at the ‘p’ values of 2.223 and 0.064. Since the respective ‘p’ values of problems regarding benefits and problems regarding social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding benefits and social security measures among different educational qualification of labourers in safety match industry in Virudhunagar district.

Table 6.3 further reveals that the calculated 'F' values of Problems regarding working conditions, wages and job security are 9.779, 6.666 and 3.098 which are significant at the 'p' values of 0.000, 0.001 and 0.046. Since the respective 'p' values of problems regarding working conditions, wages and job security are less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in problems regarding working conditions, wages and job security among different educational qualification of labourers in safety match industry in Virudhunagar district.

6.2.4 Relationship between Marital Status of the respondents and their Problems

Labourers belonging to different marital status face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the marital status has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different marital status of labourers, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different marital status of labourers in safety match industry in Virudhunagar district'. The result of the analysis is shown in Table 6.4.

Table 6.4**Problems among different marital status of labourers**

Sl.No	Problems	F	p value
1	Problems regarding working condition	0.533	0.587
2	Problems regarding wages	2.311	0.20
3	Problems regarding benefits given to the workers	0.635	0.593
4	Problems regarding social security measures	2.563	0.078
5	Problems regarding job security	1.618	0.199

Table 6.4 shows that the calculated 'F' values of problems regarding working condition, wages, benefits, social security measures and job security are 0.533, 2.311, 0.635, 2.563 and 1.618 which are significant at the 'p' values of 0.587, 0.20, 0.593, 0.078 and 0.199 respectively. Since the respective 'p' values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is inferred that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different marital status of labourers in safety match industry in Virudhunagar district.

6.2.5 Relationship between Number of Children of the respondents and their Problems

Labourers having different number of children face problems regarding working condition, wages, benefits, social security measures and job security at different level. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of children of labourers, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages,

benefits, social security measures and job security among different number of children of labourers in safety match industry in Virudhunagar district'. The result of the analysis is shown in Table 6.5.

Table 6.5

Problems Among Different Number of Children of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	12.081	0.000
2	Problems regarding wages	1.497	0.225
3	Problems regarding benefits given to the workers	3.414	0.017
4	Problems regarding social security measures	1.257	0.285
5	Problems regarding job security	3.920	0.020

It is evident from Table 6.5 that the calculated 'F' values of problems regarding wages and problems regarding to social security measures are 1.497 and 1.257 which are significant at the 'p' values of 0.225 and 0.285. Since the respective 'p' values of problems regarding wages and problems regarding social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it may be concluded that there is no significant difference in problems regarding wages and social security measures among different number of children of labourers in safety match industry in Virudhunagar district.

Table 6.5 further reveals that the calculated 'F' values of problems regarding working conditions, benefits and job security are 12.081, 3.414 and 3.920 which are significant at the 'p' values of 0.000, 0.017 and 0.021. Since the respective 'p' values of problems regarding working conditions, benefits and job security are less than 0.05, the null hypothesis is rejected. Therefore, it is inferred that there is a significant difference in problems regarding working conditions, benefits and job security among

different number of children of labourers in safety match industry in Virudhunagar district.

6.2.6 Relationship between Educational Qualification of Children of the respondents and their Problems

Labourers belonging to different educational qualification face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the educational qualification has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different educational qualification of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different educational qualification of labourers in safety match industry in Virudhunagar district’. The result of the analysis is presented in the following Table 6.6.

Table 6.6

Problems Among Different Educational Qualification of Children of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	1.155	0.316
2	Problems regarding wages	0.759	0.469
3	Problems regarding benefits given to the workers	1.201	0.309
4	Problems regarding social security measures	0.990	0.372
5	Problems regarding job security	3.891	0.021

Table 6.6 shows that the calculated 'F' values of problems regarding working conditions and wages, benefits and social security measures are 1.155, 0.759, 1.201 and 0.990 which are significant at the 'p' values of 0.316, 0.469, 0.309, and 0.372. Since the respective 'p' values of problems regarding working conditions and wages, benefits and social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding working conditions and wages, benefits and social security measures among different educational qualification of children of labourers in safety match industry in Virudhunagar district.

Table 6.6 further reveals that the calculated 'F' value of problem regarding job security is 3.891 which is significant at the 'p' value of 0.021. Since the respective 'p' value of problems regarding job security is less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in problems regarding job security among different educational qualification of children of labourers in safety match industry in Virudhunagar district.

6.2.7 Relationship between Place of Residence of the respondents and their Problems

Labourers are coming to the safety match units from different areas such as rural, semi-urban and urban. The labourers working in the safety match units functioning in the rural, semi-urban and urban area face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the place of residence has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working

condition, wages, benefits, social security measures and job security among different place of residence of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different place of residence of labourers in safety match industry in Virudhunagar district’. The result of the analysis is shown in Table 6.7.

Table 6.7
Problems Among Different Place of Employment of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	5.269	0.005
2	Problems regarding wages	1.159	0.314
3	Problems regarding benefits given to the workers	1.130	0.336
4	Problems regarding social security measures	2.25	0.123
5	Problems regarding job security	3.541	0.030

It is clear from Table 6.7 that the calculated ‘F’ values of Problems regarding working conditions and job security are 5.269 and 3.541 which are significant at the ‘p’ values of 0.005 and 0.030. Since the respective ‘p’ values of problems regarding wages, benefits and social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding wages, benefits and social security measures among different place of employment of labourers in safety match industry in Virudhunagar district.

Table 6.7 further exhibits that the calculated ‘F’ values of problems regarding working conditions and job security are 5.269 and 3.541 which are significant at the ‘p’ values of 0.005 and 0.030. Since the respective ‘p’ values of problems regarding working conditions and job security are less than 0.05, the null hypothesis is rejected.

Therefore, it is inferred that there is a significant difference in problems regarding working conditions and job security among different place of employment of labourers in safety match industry in Virudhunagar district.

6.2.8 Relationship between Nature of family of the respondents and their Problems

The nature of family differs among the safety match workers in the study area. Labourers belonging to different nature of family such as joint family and nuclear family face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the nature of family has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significance difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of family of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of family of labourers in safety match industry in Virudhunagar district’. The result of analysis is presented in Table 6.8.

Table 6.8
Problems Among Different Nature of Family of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	16.508	0.000
2	Problems regarding wages	3.454	0.032
3	Problems regarding benefits given to the workers	3.226	0.022
4	Problems regarding social security measures	1.966	0.141
5	Problems regarding job security	2.023	0.133

Table 6.8 exhibits that the calculated 'F' values of problems regarding social security measures and job security are 1.966 and 2.023 which are significant at the 'p' values of 0.141 and 0.133. Since the respective 'p' values of problems regarding to social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding to social security measures and job security among different nature of family of labourers in safety match industry in Virudhunagar district.

Table 6.8 further exhibits that the calculated 'F' values of Problems regarding working conditions, wages and benefits are 16.508, 3.454 and 3.226 which are significant at the 'p' values of 0.000, 0.032 and 0.022. Since the respective 'p' values of Problems regarding working conditions, wages and benefits are less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in Problems regarding working conditions, wages and benefits among different nature of family of labourers in safety match industry in Virudhunagar district.

6.2.9 Relationship between Number of family members of the respondents and their Problems

Family members differ from family to family among the workers of safety match industry in the study area. Labourers belonging to different number of family members face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the number of family members has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of family members of

labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of family members of labourers in safety match industry in Virudhunagar district’. The result of analysis is shown in Table 6.9.

Table 6.9

Problems Among Different Number of Family Members

Sl.No	Problems	F	p value
1	Problems regarding working condition	2.825	0.060
2	Problems regarding wages	0.922	0.398
3	Problems regarding benefits given to the workers	2.732	0.043
4	Problems regarding social security measures	0.458	0.633
5	Problems regarding job security	0.873	0.418

It is clear from Table 6.9 that the calculated ‘F’ values of problems regarding working conditions, wages, social security measures and job security are 2.825, 0.922, 0.458 and 0.873 which are significant at the ‘p’ values of 0.060, 0.398, 0.633 and 0.418. Since the respective ‘p’ values of Problems regarding working conditions, wages, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding working conditions, wages, social security measures and job security among different number of family members of labourers in safety match industry in Virudhunagar district.

Table 6.9 further reveals that the calculated ‘F’ value of problems regarding benefits is 2.732 which is significant at the ‘p’ value of 0.043. Since the respective ‘p’ value of problems regarding to benefits is less than 0.05, the null hypothesis is rejected.

Therefore, it is concluded that there is a significant difference in problems regarding to benefits among different number of family members of labourers in safety match industry in Virudhunagar district.

6.2.10 Relationship between Number of Earning members of the respondents and their Problems

Earning members vary depending upon the family members' age, qualification etc. Labourers belonging to different number of earning members face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the number of earning members in the family has relationship with Problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of earning members in the family of labourers, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of earning members in the family of labourers in safety match industry in Virudhunagar district'. The result of the analysis is given in Table 6.10.

Table 6.10**Problems Among Different Number of Earning Members**

Sl.No	Problems	F	p value
1	Problems regarding working condition	1.228	0.294
2	Problems regarding wages	1.079	0.341
3	Problems regarding benefits given to the workers	0.739	0.529
4	Problems regarding social security measures	1.429	0.240
5	Problems regarding job security	1.217	0.297

Table 6.10 shows that the calculated ‘F’ values of problems regarding working condition, wages, benefits, social security measures and job security are 1.228, 1.079, 0.739, 1.429 and 1.217 which are significant at the ‘p’ values of 0.294, 0.341, 0.529, 0.240 and 0.297 respectively. Since the respective ‘p’ values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is inferred that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different number of earning members of labourers in safety match industry in Virudhunagar district.

6.2.11 Relationship between Occupation of Spouse of the respondents and their Problems

The occupation of the spouse varies from family to family of the safety match workers. Labourers with different occupation of spouse face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the occupation of spouse has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems

regarding working condition, wages, benefits, social security measures and job security among different occupation of spouse of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different occupation of spouse of labourers in safety match industry in Virudhunagar district’. The result of the analysis is shown in Table 6.11.

Table 6.11

Problems Among Different Occupation of Spouse of labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	3.162	0.043
2	Problems regarding wages	1.177	0.309
3	Problems regarding benefits given to the workers	2.870	0.036
4	Problems regarding social security measures	6.378	0.002
5	Problems regarding job security	5.491	0.004

Table 6.11 exhibits that the calculated ‘F’ values of problems regarding working conditions, benefits, social security measures and job security are 3.162, 2.870, 6.378 and 5.491 which are significant at the ‘p’ values of 0.043, 0.036, 0.002 and 0.004. Since the respective ‘p’ values of problems regarding working conditions, benefits, social security measures and job security are less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in problems regarding working conditions, benefits, social security measures and job security among different occupation of spouse of labourers in safety match industry in Virudhunagar district.

Table 6.11 further reveals that the calculated ‘F’ value of problems regarding wages is 1.177 which is significant at the ‘p’ value of 0.309. Since the respective ‘p’

value of problems regarding wages is higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding wages among different occupation of spouse of labourers in safety match industry in Virudhunagar district.

6.2.12 Relationship between Nature of employment of the respondents and their Problems

The nature of employment varies from worker to worker depending upon the terms and conditions of the employment. Labourers belonging to different nature of employment face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the nature of employment has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of employment, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of employment of labourers in safety match industry in Virudhunagar district'. The result of the analysis is presented in Table 6.12.

Table 6.12**Problems Among Different Nature of Employment of labourers**

Sl.No	Problems	F	p value
1	Problems regarding working condition	2.308	0.20
2	Problems regarding wages	0.095	0.910
3	Problems regarding benefits given to the workers	3.590	0.014
4	Problems regarding social security measures	0.778	0.460
5	Problems regarding job security	3.274	0.039

It is clear from Table 6.12 that the calculated 'F' values of problems regarding working condition, wages and social security measures are 2.308, 0.095 and 0.778 which are significant at the 'p' values of 0.20, 0.910 and 0.460. Since the respective 'p' values of problems regarding working condition, wages and social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding working condition, wages and social security measures among different nature of employment of labourers in safety match industry in Virudhunagar district.

Table 6.12 further reveals that the calculated 'F' values of problems regarding benefits and job security are 3.590 and 3.274 which are significant at the 'p' values of 0.014 and 0.039. Since the respective 'p' values of problems regarding benefits and job security are less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in problems regarding benefits and job security among different nature of employment of labourers in safety match industry in Virudhunagar district.

6.2.13 Relationship between Nature of work of the respondents and their Problems

The nature of work of the safety match industry labourers vary depending upon the concern where they work. Labourers of different nature of workplace problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the nature of work has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of work of labourers, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of work of labourers in safety match industry in Virudhunagar district’. The result of the analysis is presented in Table 6.13.

Table 6.13

Problems Among Different Nature of Work of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	0.817	0.442
2	Problems regarding wages	1.241	0.290
3	Problems regarding benefits given to the workers	0.415	0.742
4	Problems regarding social security measures	0.753	0.471
5	Problems regarding job security	0.294	0.746

Table 6.13 reveals that the calculated ‘F’ value of problems regarding working condition, wages, benefits, social security measures and job security are 0.817, 1.241, 0.415, 0.753 and 0.294 which are significant at the ‘p’ values of 0.442, 0.290, 0.742,

0.471 and 0.746 respectively. Since the respective 'p' values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different nature of work of labourers in safety match industry in Virudhunagar district.

6.2.14 Relationship between Hours of work per day of the respondents and their Problems

The hours of work differ from unit to unit depending upon the nature of the work handled by the safety match workers. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different hours of work per day of labourers, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different hours of work per day of labourers in safety match industry in Virudhunagar district'. The result of the analysis is presented in Table 6.14.

Table 6.14

Problems Among Different Hours of Work per day of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	2.336	0.098
2	Problems regarding wages	0.627	0.535
3	Problems regarding benefits given to the workers	1.204	0.308
4	Problems regarding social security measures	1.983	0.139
5	Problems regarding job security	0.825	0.439

The above Table 6.14 reveals that the calculated 'F' values of problems regarding working condition, wages, benefits, social security measures and job security are 2.336, 0.627, 1.204, 1.983 and 0.825 which are significant at the 'p' values of 0.098, 0.535, 0.308, 0.139 and 0.439 respectively. Since the respective 'p' values of problems regarding working condition, wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different hours of work per day of labourers in safety match industry in Virudhunagar district.

6.2.15 Relationship between Monthly Income of the respondents and their Problems

Monthly income of the labourers varies from labour to labour and also depending upon the nature of work and years of experience of the workers. Labourers earn different monthly income face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the monthly income has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different monthly income, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different monthly income of labourers in safety match industry in Virudhunagar district'. The result of the analysis is shown in Table 6.15.

Table 6.15**Problems Among Different Monthly Income of Labourers**

Sl.No	Problems	F	p value
1	Problems regarding working condition	8.759	0.000
2	Problems regarding wages	0.723	0.486
3	Problems regarding benefits given to the workers	3.002	0.030
4	Problems regarding social security measures	2.637	0.072
5	Problems regarding job security	3.156	0.043

Table 6.15 exhibits that the calculated 'F' values of problems regarding wages and social security measures are 0.723 and 2.637 which are significant at the 'p' values of 0.486 and 0.072. Since the respective 'p' values of problems regarding wages and social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding wages and social security measures among different monthly income of labourers in safety match industry in Virudhunagar district.

Table 6.15 further reveals that the calculated 'F' values of problems regarding working conditions, benefits and job security are 8.759, 3.002 and 3.156 which are significant at the 'p' values of 0.000, 0.030 and 0.043. Since the respective 'p' values of Problems regarding working conditions, benefits and job security are less than 0.05, the null hypothesis is rejected. Therefore, it is inferred that there is a significant difference in problems regarding working conditions, benefits and job security among different monthly income of labourers in safety match industry in Virudhunagar district.

6.2.16 Relationship between Monthly Family Income of the respondents and their Problems

The monthly income of the family depends upon the working members in the family and the income they earn. Labourers of different monthly family income face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the monthly family income has relationship with problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different monthly family income, analysis of variance is attempted with the null hypothesis that ‘there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different monthly family income of labourers in safety match industry in Virudhunagar district’. The result of the analysis is shown in Table 6.16.

Table 6.16

Problems Among Different Monthly Family Income of Labourers

Sl.No	Problems	F	p value
1	Problems regarding working condition	9.457	0.000
2	Problems regarding wages	0.940	0.391
3	Problems regarding benefits given to the workers	2.364	0.070
4	Problems regarding social security measures	2.375	0.094
5	Problems regarding job security	2.288	0.22

It is inferred from Table 6.16 that the calculated ‘F’ values of problems regarding wages, benefits, social security measures and job security are 0.940, 2.364, 2.375 and 2.288 which are significant at the ‘p’ values of 0.391, 0.070, 0.094 and 0.102.

Since the respective 'p' values of problems regarding wages, benefits, social security measures and job security are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding wages, benefits, social security measures and job security among different monthly family income of labourers in safety match industry in Virudhunagar district.

Table 6.16 further reveals that the calculated 'F' value of problems regarding working condition is 9.457 which is significant at the 'p' value of 0.000. Since the respective 'p' value of problems regarding working condition is less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in problems regarding working condition among different monthly family income of labourers in safety match industry in Virudhunagar district.

6.2.17 Relationship between Monthly Family Expenses of the respondents and their Problems

Monthly family expenditure varies from family to family depending upon the income they earn. Labourers spend different monthly family expenses face problems regarding working condition, wages, benefits, social security measures and job security at different level. Hence the monthly family expenses has relationship with Problems regarding working condition, wages, benefits, social security measures and job security in safety match industry. In order to find out the significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different monthly family expenses, analysis of variance is attempted with the null hypothesis that 'there is no significant difference in problems regarding working condition, wages, benefits, social security measures and job security among different

monthly family expenses of labourers in safety match industry in Virudhunagar district'. The result of the analysis is presented in Table 6.17.

Table 6.17

Problems Among Different Monthly Family Expenses of labourers

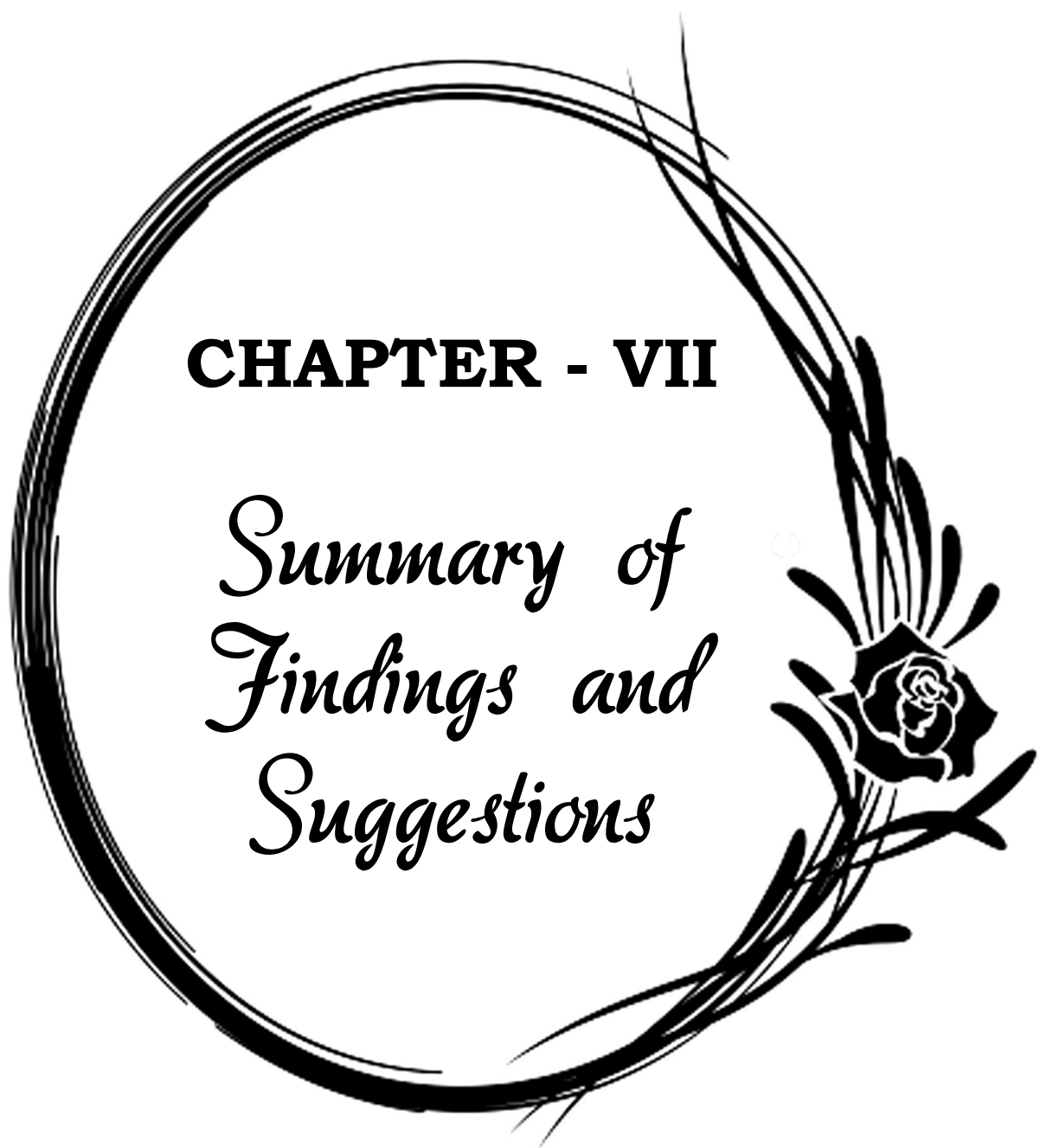
Sl.No	Problems	F	p value
1	Problems regarding working condition	10.229	0.000
2	Problems regarding wages	1.140	0.320
3	Problems regarding benefits given to the workers	1.858	0.136
4	Problems regarding social security measures	2.442	0.088
5	Problems regarding job security	3.673	0.026

Table 6.17 reveals that the calculated 'F' values of problems regarding working conditions and problems regarding job security are 10.229 and 3.673 which are significant at the 'p' values of 0.000 and 0.026. Since the respective 'p' values of Problems regarding working conditions and problems regarding job security are less than 0.05, the null hypothesis is rejected. Therefore, it is concluded that there is a significant difference in Problems regarding working conditions and job security among different monthly family expenses of labourers in safety match industry in Virudhunagar district.

Table 6.17 further reveals that the calculated 'F' values of problems regarding wages, benefits and social security measures are 1.140, 1.858 and 2.442 which are significant at the 'p' values of 0.320, 0.136 and 0.088. Since the respective 'p' values of problems regarding wages, benefits and social security measures are higher than 0.05, the null hypothesis is accepted. Therefore, it is concluded that there is no significant difference in problems regarding wages, benefits and social security measures among different monthly family expenses of labourers in safety match industry in Virudhunagar district.

CHAPTER - VII

Summary of Findings and Suggestions



CHAPTER - VII

SUMMARY OF FINDINGS AND SUGGESTIONS

- Introduction
- Summary of Findings
- Suggestions
- Conclusion
- Direction for Further Study

CHAPTER - VII

SUMMARY OF FINDINGS AND SUGGESTIONS

7.1 INTRODUCTION

The present study has been made with the objective of finding out the their Problems by workers in safety match industry and also to know the perception of workers about the working environment of safety match industry in Virudhunagar District. The study has the following objectives: i) to study the socio-economic conditions of the labours working in safety match industry in Virudhunagar district. ii) to study the working environment of the workers in safety match industry in Virudhunagar district; iii) to identify the socio-economic factors influencing workers to work in safety match industry; iv) to study the their Problems by the labours in safety match industry v) to assess the relationship between the labour problems and socio – economic conditions of the labourers and vi) to summarize the findings and suggestions based on the analysis and interpretations of the study.

Suitable hypotheses were framed to analyse the relationship between the problems like working condition, wages, benefits, social security measures, job security, risk, occupational disease, personality oriented problems, family related problems, management related problems, supervisor related problems, technologies related problems and canteen related problems and location of safety match industry. Hypotheses were also framed to analyse whether there is any significant difference in the perception of the workers regarding infrastructure, opinion about the relationship with management, perception about the relationship with supervisor, perception about working condition, perception about technologies provided, perception about canteen facilities, perception about safety measures, perception about wages, perception about benefits and location of safety match industry.

The study is based on both primary and secondary data. The primary data was collected through interview schedule. The secondary data were collected from books, journals and web sites. The data were collected from 600 workers through interview schedule.

The collected data have been classified, grouped and presented in the form of Tables and diagrams. Appropriate statistical tools were used for the purpose of analysis and interpretations of the data. Analysis of Variance is used to test the hypothesis framed to identify the significant difference among the safety match workers from different locations as regards problems relating to working conditions, wages, benefits provided to the workers, risks encountered by the workers, social security measures, occupational disease, family, management, supervisor, technology used in the production process and canteen facilities. The perception about the working environment in the match factories, infrastructure, relationship with the supervisor, technology used in the production process, canteen facilities, safety measures and benefits offered to the workers were analysed with the help of analysis of variance. In order to apply factor analysis KMO and Bartlett's test has been administered. Rotated factor matrix was used to reduce the various measures to overcome the problems in the safety match industry. Analysis of variance is used to assess the relationship between the socio-economic variables and the various their Problems by the workers.

This study has been divided into seven chapters. The first chapter introduction and design of the study includes statement of the problem, scope of the study, objectives of the study, hypotheses, operational definitions of concepts, sampling design, geographical coverage, methodology and statistical tools and limitation of the study.

The second chapter presents the review of literature. Reviews of the previous studies organized according to topics of importance in the chronological order have been presented in this chapter.

The third chapter gives the profile of the study area. The study area is Virudhunagar district. This chapter gives information about the history of Virudhunagar district and its industrial scenario.

The fourth chapter deals with the socio-economic conditions of the labourers of safety match industry. All the information relating to socio-economic conditions of the labourers of safety match industry were classified and grouped on the basis of their location like 'rural, semi-urban and urban'.

The fifth chapter presents the problems encountered by the labourers of safety match industry. It gives information about the analysis of the labour problems and the perceptions of workers of safety match industry. In this chapter an analysis of reasons for working in the safety match industry and the measures to overcome the their Problems by the safety match workers in Virudhunagar district were also presented.

The sixth chapter deals with the relationship between the socio-economic profile of the labourers and the problems encountered by the safety match workers.

The seventh chapter highlights the summary of findings and suggestions based on the analysis and interpretations of the study.

7.2 SUMMARY OF FINDINGS

7.2.1 Findings Relating to Socio-economic Conditions of the Labourers of the Safety Match Industry

- ❖ It is found that 41.3 per cent of the respondents are in the age group of 30 to 40 years and 36.7 per cent of the respondents are in the age group of 20 to 30 years. Among the respondents working in the rural areas, majority (50 per cent) of them are in the age group of 30-40 years. 37.1 per cent of the semi-urban area respondents are in the age group of 30-40 years. Among the urban respondents 43.8 per cent of them are in the age group of 20-30 years.
- ❖ 73.3 per cent of the respondents are female and the remaining 26.7 per cent of them are male. Among the respondents of rural safety match units, 70.7 per cent of them are female and the remaining 29.3 per cent are male. Among the respondents of semi-urban safety match units, 71.4 per cent are female and the remaining 28.6 per cent are male. Among the respondents of urban safety match units, 80 per cent of them are female and the remaining 20 per cent are male.
- ❖ It is identified that 35.3 per cent of the respondents are illiterates, 27.3 per cent of the respondents are diploma holders. Among the respondents of rural safety match units, 52.7 per cent of the respondents have studied up to diploma. Among the respondents of semi-urban safety match units, 42.9 per cent of them are illiterates. Among the respondents of semi-urban safety match units, 60 per cent of them are illiterates.

- ❖ Majority (84 per cent) of the respondents are married. Among the respondents of rural safety match units, 91.3 per cent are married. Among the respondents of semi-urban safety match units, 70 per cent are married. Among the respondents of urban safety match units, 82.5 per cent are married.
- ❖ Majority (33.3 per cent) of the respondents are earning up to ₹ 5,000 per month. Among the respondents of rural safety match units, 33.3 per cent of them are earning monthly income of up to ₹ 5000. Among the respondents of semi-urban safety match units, 57.1 per cent of them are earning up to ₹ 5000. Among the respondents of urban safety match units, 37.5 per cent of them are earning ₹ 10000 to ₹ 15000 per month.
- ❖ 43.3 per cent of the respondents are getting the payment on daily basis and 36.7 per cent of the respondents are getting the payment on weekly basis. 53.3 per cent respondents of the rural safety match units are getting the payment on daily basis. Among the respondents of the semi-urban safety match units 57.1 per cent of them are getting the payment on daily basis. Among the respondents of the urban safety match units, 50 per cent are getting the payment on weekly basis.
- ❖ 45.3 per cent of the total respondents are having 3 members in their family. Among respondents of the rural safety match units 56 per cent of them are having 3 members in their family. Among the respondents of the semi-urban safety match units, 44.3 per cent of them are having 4 members in their family. Among the respondents of urban safety match units, 40 per cent of them are having 4 members in their family.

- ❖ Majority (87.7 per cent) of the respondents have two earning members in their family. Among the respondents of the rural safety match units, 94.7 per cent of them are having two earning members. Among the respondents of semi-urban safety match industry, 82.9 per cent of them have two earning members. Among the urban safety match industry respondents, 77.5 per cent of them are having two earning members.
- ❖ 49.3 per cent of the respondents have two children followed by 24.7 per cent are having only one child. Among the respondents of the rural safety match units, 54 per cent of them are having two children. In the case of respondents of semi-urban safety match units, 45.7 per cent of them have two children, while 63.6 per cent of the respondents of urban safety match units are having 2 children.
- ❖ 46 per cent of the respondents reside in rural areas followed by 28.7 per cent of the respondents reside in urban areas. Among respondents of the rural safety match units, 74 per cent of them are coming from rural areas. Among the respondents of semi-urban safety match units, 50 per cent of them are coming from semi-urban areas. As regards the respondents of urban safety match units, 47.5 per cent of them are coming from urban areas.
- ❖ Majority (59 per cent) of the respondent's spouse work in other than match industry. Among the respondents of rural, semi-urban and urban safety match units, 77.6, 47.1 and 67.5 per cent of the respondent's spouse work in other than match industry respectively. It is evident that majority of the respondents spouse are working in other than match industry.

- ❖ Majority (96 per cent) of the respondents are in permanent employment in safety match industry. Irrespective of the area of the safety match units most of the respondents are in permanent employment.
- ❖ 43 per cent of the respondents are doing box filling work in the safety match units. Followed by this 24 per cent of the respondents are doing frame filling work in the safety match units. Irrespective of the area of the safety match units most of the respondents are doing the box filling work.
- ❖ Majority (99 per cent) of the respondents are working up to 8 hours per day. Among the respondents of rural safety match units, 99.3 per cent are working up to 8 hours. All the respondents of semi-urban safety match unit work up to 8 hours. 97.5 per cent of the respondents of the urban safety match units are working up to 8 hours.
- ❖ Majority (91 per cent) of the respondents of the safety match industry are getting piece rate wages. 89.3 per cent respondents of the rural match units, 94.3 per cent respondents of the semi-urban match units and 91.3 per cent respondents of the urban match units are getting wages according to piece rate basis.
- ❖ 64 per cent of the respondents are coming from the distance of 5 to 7 Kms to the safety match units. Among the respondents of rural safety match units, 82 per cent of them are coming from the distance of 5 to 7 Kms. Among the respondents of semi-urban safety match units, 51.4 per cent of the respondents are coming from the distance of 5 to 7 Kms. In the case of the respondents of the urban safety match units, 45 per cent are coming from the distance of below 3 Kms.

- ❖ Majority (84 per cent) of the respondents is using the town bus service to come to the match factory and 11.3 per cent of the respondents are coming to the factory by walk. 92 per cent respondents of the rural match units, 94.3 per cent respondents of the semi-urban match units and 60 per cent respondents of the urban match units are using the town bus service to come to the match factory. It is evident that majority of the respondents of safety match industry are using town bus service to come to the match factory.
- ❖ Majority (90.7 per cent) of the respondents is receiving increment. Among the respondents of rural safety match units, 95.3 per cent receives increment. Among the respondents of semi-urban safety match units 80 per cent receives increment. In the case of urban safety match units, 91.3 per cent of the respondents receive increment.
- ❖ 70.8 per cent of the respondents are receiving ₹250 as increment. Among the respondents of rural safety match units, 62.9 per cent of the workers are receiving ₹250 as increment. Among the semi-urban safety match units 78.6 per cent of the workers are getting ₹250. In the case of urban safety match units, 80.1 per cent of the respondents are receiving ₹250 as increment.
- ❖ The average increment received by the urban worker is ₹335.62 which is comparatively more than semi-urban and rural workers. The Co-efficient of variation regarding the increment received by the urban workers is more (43.03). It reveals that the urban workers are getting inconsistent increment. The analysis of skewness reveals that rural and semi-urban workers are not only receiving low increment but also more number of workers are getting increment less than average increment.

- ❖ The analysis of bonus received by the workers according to the location of their factory reveals that the average bonus received by the urban area workers is more (₹4360) compared to the semi urban and rural area workers. The coefficient of variation as regards the receipt of bonus is very low (25.79 per cent) among the urban workers. It reveals that urban area workers are getting bonus consistently. The analysis of skewness reveals that the semi-urban and rural area workers are not only receiving low bonus but also more number of workers are getting bonus less than the average bonus.
- ❖ It is evident from the mean monthly family income that the urban workers are having more (₹11346.67) income than the semi-urban and rural workers. As regards the co-efficient of variation the rural workers are having higher (42.57) variation in the family income. The analysis of skewness reveals that more number of urban workers are earning more than the average.
- ❖ The mean monthly family expenditure shows that the urban workers monthly family expenditure are more (₹8470) than the semi-urban and rural workers. As the co-efficient of variation of the semi-urban workers is more (52.45 per cent), the family expenditure varies widely. The analysis of skewness reveals that more number of urban workers are spending more on the family expenditure than the average.
- ❖ The mean amount spent on food and shelter by the urban workers is more (₹4879.19) than the semi-urban and rural workers. The Co-efficient of variation of amount spent on food and shelter by the urban workers is less (55.62 per cent). It reveals that more number of urban workers is spending more amounts on food and shelter. The analysis of skewness reveals that

more number of urban workers is spending more amounts on food and shelter than average.

- ❖ The analysis reveals that the urban workers mean expenses towards education is more (₹2433.33) than the semi-urban and rural workers. As regards the Co-efficient of variation among the three groups of respondents in the education expenses, the semi-urban workers variation is less (35.54 per cent) than the urban and rural respondents. The analysis of skewness reveals that more number of urban workers is spending more education than the average.
- ❖ As regards health care expenses, the mean score (₹1130.77) and the co-efficient of variation (67.56 per cent) of semi-urban respondents are more than the other two groups. The analysis of skewness also reveals that more number of semi-urban workers is spending more on health care expenses than the other two groups.

7.2.2 Findings relating to Reasons for going to the match factory

- ❖ 40.7 per cent of the respondents agree that 'lack of education' is the major reason for working in the safety match units. In rural safety match industry, 33.3 per cent of the respondents agreed that 'lack of education' is the major reason for working in the safety match units. In the case of respondents of semi-urban and urban match units 54.3, 42.5 per cent of them respectively agree that 'lack of education' is the major reason for working in the safety match units.

- ❖ 50 per cent of the respondents agree that ‘poverty’ is the major reason for working in the safety match units. In the case of respondents of rural safety match units, 38.7 per cent of the respondents agree that ‘poverty’ is the major reason for working in the safety match units. Among the respondents of semi-urban safety match units 55.8 per cent of the respondents agree that ‘poverty’ is the major reason for working in the safety match units. As regards the urban safety match units, 53.8 per cent of the respondents agreed that ‘poverty’ is the major reason for working in the safety match units.
- ❖ 60 per cent of the respondents agree that the occupation of the family members in the safety match industry influences them to join in the safety match industry. In rural safety match units, 56.6 per cent of the respondents agree that occupation of the family members play a role in choosing the match industry. Among the respondents of semi-urban and urban safety match units 72.9, 55.1 per cent respectively agree that the occupation of the family members have a say in choosing the match industry.
- ❖ 50.4 per cent of the respondents say that lack of income is the major reason for joining in the safety match industry. In the rural safety match units, 52.7 per cent of the respondents agree that the lack of income plays a role in joining in the safety match industry. Among the respondents of semi-urban safety match units 52.9 per cent of the respondents agree that lack of income forces them to join the safety match industry. In the urban safety match industry 43.8 per cent of the respondents say that lack of income push them to work in the safety match industry.

- ❖ 53.4 per cent of the respondents agree that the predominance of the safety match units in the study area is one of the reasons to join in the safety match units. In rural safety match units 52.7 per cent of the respondents agree that the presence of more safety match units played a role to join in the safety match units. Among the respondents working in the semi-urban and urban safety match units 55.7 and 52.5 per cent respectively are saying that the presence of more number of safety match units made them to join in the safety match units in the study area.

- ❖ 56.3 per cent of the respondents agree to the statement that the reasonable wages paid by the safety match units induces them to join in the safety match industry. In the case of respondents of rural safety match industry, 50 per cent of the respondents say that the reasonable wages paid by the safety match units induces them to join in the safety match industry. As regards the respondents of semi-urban safety match units 71.4 per cent agree that the reasonable wages paid by the safety match units pulled them to join in the safety match industry. Among the respondents of urban safety match units 55 per cent of the respondents are agreeing that the reasonable wages offered by the match units influenced them to join in the match industry.

- ❖ 56 per cent respondents agree that the regular bonus given by the safety match industry is also one of the reasons for joining in the safety match industry. In the rural safety match units, 63.3 per cent of the respondents agree that the regular bonus given by the match units made them to join in the safety match industry. Among the respondents of semi-urban (60 per cent) and urban safety (38.8 per cent) of them agree that the regular bonus

given by the safety match units plays a role to join in the safety match industry.

- ❖ 41.7 per cent of the respondents agree that the advance given by the safety match industry to the workers made them to join in the safety match units. 33.3 per cent of the respondents belonging to the rural safety match units agree that the advance given by the safety match industry induce them for joining in the safety match units. Among the respondents of semi-urban safety match units 57.1 per cent agree that the advance given by the safety match units made them to join in the safety match units. Similarly 43.8 per cent of the respondents among the urban safety match units also say that the advance given by the safety match units have a say to join in the safety match units in the study area.
- ❖ 47.3 per cent of the respondents neither agrees nor disagree for the statement that medical leave provided by the safety match units made the people to join in the safety match industry. 26.4 per cent of the respondents disagree to the statement that medical leave facility offered by the match units induce the people to join in the match units. In rural safety match units, 34.7 per cent of the respondents disagree with the statement. 57.1 per cent of the respondents of semi-urban safety match units are neither agrees nor disagree for the statement that medical leave provided by the safety match units made the people to join in the safety match industry. Similarly the respondents of the urban safety match units preferred to stay neutral. It is evident that medical leave given by the safety match industry is not inducing the people to join in the safety match industry in the study area.

- ❖ 59.3 per cent of the respondents neither agrees nor disagree that the short distance between the residence and the match units made them to join in the match units in the study area. Moreover, 19.7 per cent of the respondents are disagreeing with this reason. Irrespective of the location of the safety match unit respondents are neither agrees nor disagree that the short distance between the residence and the match units made them to join in the safety match units. The opinion given by the respondents reveals that the short distance between the residence and the match unit is not a reason for joining in the safety match units.
- ❖ 42 per cent respondents neither agrees nor disagree that the family expenditure burden made them to join in the safety match industry. Only 21 per cent of the respondents agree that the family expenditure burden made them to join in the safety match units. Among the respondents of rural and semi-urban safety match units, 50.7, 30 per cent of the respondents disagree that the family expenditure burden made them to join in the safety match units. As regards the urban safety match units 58.8 per cent of the respondents neither agrees nor disagree to this reason. Majority of the respondents of safety match industry neither agrees nor disagree that the family expenditure burden made them to join in the safety match industry.
- ❖ In the rural safety match units, 40 per cent of the respondents disagree to the statement that ‘compulsion from the family members’ made them to join in the safety match industry. Among the respondents of semi-urban safety match units 50 per cent of them agree that ‘compulsion from the family members’ made them to join in the safety match industry. As regards the

urban safety match units respondents 38.8 per cent of the respondents neither agrees nor disagree that ‘compulsion from the family members’ made them to join in the safety match industry.

- ❖ 41.7 per cent of the respondents neither agrees nor disagrees with the statement that ‘improving the standard of living’ made them to join in the safety match units. Only 29.4 per cent of the respondents agree that ‘improving the standard of living made them to join in the safety match units. Among the respondents of the rural, semi-urban and urban safety match units, 36, 47.1, 47.5 per cent of the respondents respectively neither agrees nor disagree that the improvement in the standard of living made them to join in the safety match units.

7.2.3 Perception about the working environment in match industry

The findings related to perception of labourers about the working environment in safety match industry in Virudhunagar district is summarized below.

- ❖ As regards the perception of workers about the infrastructure facilities, significant difference among the three groups of respondents has been identified in the case of ‘separate building for making match sticks and match boxes’, ‘separate room for office’ and ‘separate building for dispensary’ since their ‘F’ statistics are significant at 5 per cent level.
- ❖ The analysis of the respondents’ perception about the relationship with the management reveals that the variable ‘management is generous in providing compensation’ is perceived more by the respondent as the mean score is 3.1567. Regarding the perception about the relationship with the

management, significant difference among the three groups of respondents is noticed in the variable 'management is generous in providing compensation' as the 'F' statistics is significant at 5 per cent level.

- ❖ It is understood from the analysis that most of the workers have more perception about the relationship with supervisor as regards the variable 'supervisor provides tools, equipment and materials without interruption' as the means score is 3.8765. Among the three groups of respondents significant difference has been identified regarding the variables 'suggestions given by the supervisor to increase the Job satisfaction', 'supervisors are interested only in extracting work from the workers' and 'the relationship with the co-worker is good' since the 'F' statistics relevant to the variables are found to be significant at 5 per cent level.
- ❖ As regards the perception of workers about the working conditions, it is inferred that the means score for 'work place is not adequate and appropriately furnished' is very high (4.1933) compared to other variables. Regarding the perception about the working conditions, significant difference among three groups of respondents has been noticed in the case of 'sufficient leave facilities are given to the workers' since the 'F' statistics is significant at 5 per cent level.
- ❖ As regards the perception about technology used in the safety match industry, the overall mean score is more (3.0233) regarding the variable 'more money is invested for the up gradation of technology'. Significant difference among the three groups of respondents exists regarding the variables 'management is interested in introducing new production process,

mechanical means are used for packing and more money is invested for the up gradation of technology' since their 'F' statistics is significant at 5 per cent level.

- ❖ Regarding the perception about the canteen facilities the overall mean score is more (3.0067) in the variable 'canteen facilities are available to the workers at a reasonable rate'. Among the three groups of respondents significant difference exists regarding the variables 'canteen facilities are available to the workers at a reasonable rate, canteen is kept open in the working hours and canteen offers variety of foods' since their 'F' statistics is significant at 5 per cent level.
- ❖ The highly perceived variable among the safety measures is 'organisation provided disaster management training' as its overall mean score is more (4.2100). Among the three groups of respondents significant difference is noticed regarding the variables 'safety gadgets have been provided by the factory, first aid is provided by the factory and proper ventilation is provided by the factory' since their 'F' statistics is significant at 5 per cent level.
- ❖ As regards the perception of respondents about wages, the mean score is more (2.8833) for the variable 'over time payment is satisfactory'. Among the three groups of respondents significant difference exists regarding the variable 'method of payment is satisfactory in the factory' since the 'F' statistics is significant at 5 per cent level.

- ❖ The highly viewed variable regarding the perception about benefits offered to the workers is 'PF is provided by the factory' since the overall mean score is (3.8633). Among the three groups of respondents significant difference have been noticed regarding the variable 'PF is provided by the factory' since its 'F' statistics is significant at 5 per cent level.

7.2.4 Their Problems by the workers in the safety match factory

The findings related to the Problems by the safety match workers in the urban, semi-urban and rural areas are summarized below.

- ❖ Among the respondents of the rural safety match units, the inadequate safety measures are found to be the predominant problem as the mean score is 3.34. Among the respondents of the semi-urban and urban safety match units, the inadequate facilities are found to be the predominant problem. Among the various problems relating to working condition, the problems relating to safety measures is statistically significant at 5 per cent level. It means that significant difference exists among three groups of respondents namely rural, semi-urban and urban respondents.
- ❖ It is inferred that most of the workers are facing the problem of low piece rate as the overall mean score is 3.4667. Regarding the problems relating to wages, significant difference among the three groups of respondents has been noticed in the case of 'irregularity in the payment of daily wages' since the 'F' statistics is significant at 5 per cent level.

- ❖ The predominant problem regarding the benefits among the three groups of workers is 'no house rent allowance' as the mean score is 3.2567. Among the various problems relating to benefits given to the workers, 'house rent allowance is not given' is statistically significant at 5 per cent level. It shows that significant difference exists among the three groups of respondents regarding the payment of house rent allowance.
- ❖ It is found that the major risk in working in the match factory is the 'high rate of death' as the mean score is 3.1567. Among the various problems the problem of fire accident is statistically significant at 5 per cent.
- ❖ It is inferred from the analysis that the major problems regarding social security measures in the match factory is the 'voluntary retirement scheme is not available' as the mean score is 3.2133. Among the three groups of respondents, significant difference has been noticed in the case of variables 'lack of Employee State Insurance' and 'lack of retirement benefit' since their 'F' statistics are significant at 5 per cent level.
- ❖ It is found that the practice of sending out the workers at any time from the factory is the major problem regarding the job security as the mean score is 3.3267. Significant difference exists among the three groups of respondents regarding the variable 'lack of job security' as the 'F' statistics is significant at 5 per cent level.
- ❖ It is inferred that the highly viewed occupational problem among the respondents is 'lungs problem' as the mean score is 3.8157. Among the various problems regarding the occupational disease, 'breathing problem' is

statistically significant at 5 per cent. It shows that significant difference exists among the three groups of respondents.

- ❖ The major personality problem among the respondents is 'work is not properly respected' as the means score is 3.7700. Moreover, the same problem is statistically significant at 5 per cent level. This depicts that there exists significant difference among the three groups of respondents.
- ❖ 'Lack of education' is found to be the major family problem as the mean score is the 3.8133. Among the various family problems 'poverty' is statistically significant at 5 per cent level. It shows that there exists a significant difference among the three groups of respondents.
- ❖ 'Lack of representation in the managerial decision' is found to be the major management problem as the mean score is 3.8533. Among the various management related problems, 'lack of recognition in the policy matters' is statistically significant at 5 per cent level. This represents that significant difference exists among the three groups of respondents.
- ❖ Among the various supervisors related problems, the variable 'supervisor did not mind the workers' is found to be the major problem as the mean score is 3.9633.
- ❖ 'Lack of latest machine for box filling' is found to be the major technology related problem as the mean score is 3.9900. Among the three groups of respondents significant difference has been noticed in the variable 'lack of latest frame filling machine' since the 'F' statistics is significant at 5 per cent level.

- ❖ ‘Canteen kept closed most of the time during the working hours’ is found to be the major problem relating to canteen as the mean score is 3.6427. Among the various problems relating to the canteen the variable ‘canteen facilities are available to the workers at a higher rate’ is statistically significant at 5 per cent level.
- ❖ Rotated Factor analysis is used to categorize the reasons for working in safety match industry and the measures to overcome the their Problems by them. All the factors relating to the reasons for working in safety match industry and the measures to overcome the their Problems by them were categorized in to four groups.

7.2.5 Findings relating to the Relationship between the Socio-economic profile of the Labourers and the problems associated with them

- ❖ Among different age groups of safety match workers there is no significant difference between the problems of working condition, wages, benefits, social security measures and job securities.
- ❖ Regarding the gender of the respondents there is no significant difference between the problems of working condition, wages, benefits, social security measures and job securities.
- ❖ As regards the educational status of respondents significant difference exists between the different educational status and working condition, wages, and job securities.

- ❖ The analysis of marital status of the respondents reveals that there is no significant difference between marital status and working condition, wages, benefits, social security measures and job securities in relation to different marital status.
- ❖ Regarding the number of children of the respondents there exist significant difference between the problems of working condition, benefits and job security in relation to the number of children of respondents.
- ❖ The analysis of educational status of the respondents reveals that there is no significant difference between educational status and working condition, wages, benefits and social security measures.
- ❖ As regards the place of employment of the respondents significant difference exists between the different place of employment of the respondents and working condition and job securities.
- ❖ The analysis of the nature of family of the respondents reveals that significant difference exists regarding the different nature of family and problems of working condition, wages and benefits.
- ❖ The analysis of number of family members of the respondents reveals that there is no significant difference between number of family members and the problems of working condition, wages, social security measures and job security.
- ❖ As regards number of earning members in the respondent's family, there is no significant difference between the number of earning members in the respondent's family and the problems of working condition wages, benefits, social security measures and job securities.

- ❖ The analysis of occupation of the respondents' spouse reveals that there is a significant difference between occupation of the respondents' spouse and the problems of working condition, benefits, social security measures and job security.
- ❖ As regards respondents' nature of employment, there is a significant difference between respondents' nature of employment and the problems of relating to benefits and job security.
- ❖ Regarding the respondents' nature of work, there is no significant difference between respondents' nature of work and the problems of working condition wages, benefits, social security measures and job securities.
- ❖ The analysis of respondents' working hours reveal that there is a no significant difference between respondents' working hours and the problems of working condition, benefits, social security measures and job security.
- ❖ As regards respondents' monthly income, there is no significant difference between respondents' monthly income and problems of wages and social security measures.
- ❖ The analysis of respondents' monthly family income reveal that there is a no significant difference between respondents' monthly family income and the problems relating to wages, benefits, social security measures and job security.
- ❖ As regards respondents' monthly family expenditure, there is a no significant difference between respondents' monthly family expenditure and the problems relating to wages, benefits and social security measures.

7.3 SUGGESTIONS

The following are the suggestions based on the findings and interpretations of the study.

Suggestions to match industry

- ❖ 64 per cent of the respondents say that adequate safety measures were not provided in the work place. The match units must provide adequate safety measures to ensure safety of the workers.
- ❖ Majority (75.3 per cent) of the respondents perceive that the work place is not clean and hygienic. So match units must give priority to this and maintain the place clean and hygienic.
- ❖ It is inferred from the study that the highly viewed variable among the respondents is 'lungs problem' as the mean score is 3.8157. Being the occupational problem the match units must study this problem and they must take precautionary measures to overcome this problem by keeping the chemicals used in the match manufacture separately or by giving necessary gloves and safety gadgets to the workers to avoid this problem.
- ❖ It is found that the practice of sending out the workers at any time from the factory is the major problem regarding the job security as the mean score is 3.3267. This practice needs to be avoided because whenever a worker is removed from the employment, it gives wrong signal to others who wish to join in the concern.
- ❖ Majority of the respondents are saying that the wages paid by the match units are inadequate. So the match units must consider the expectations of the workers while fixing the daily wages and the piece rate wages. The

wages paid to the workers must commensurate with the work done. While fixing the wages due consideration should be given to the general price rise too.

- ❖ Majority of the respondents are of the opinion that allowances like house rent allowance, dearness allowance and travelling allowances are not given to the workers. So the match units must provide house rent allowance, dearness allowance and travelling allowances as per the norms.

Suggestions to Government

- ❖ Majority (50.4 per cent) of the respondents' feels that lack of adequate income forces them to go for work in the safety match units and moreover, most (60 per cent) of the respondents says that going to the safety match unit is a family job. In order to overcome this situation the Self Help Groups may be strengthened in the study area by encouraging the members to start the income generating entrepreneurial activities at the family level to increase the family income.
- ❖ The study reveals that lack of education plays a major role (40.7 per cent) in forcing a person to go for work in the safety match units in the study area. This is further confirmed through the higher (35.3 per cent) percentage of illiterates among the sample respondents. The education department and the Local Administration in that area must verify the current situation and initiate special drive to reduce the illiteracy.
- ❖ 50 per cent of the respondents are of the opinion that poverty pushes them to go for work in the safety match units. Government must take initiatives

to reduce the poverty of the people by organizing awareness programmes on self-employment and income generation activities through the District Industry Centre, Khadi Village Industry Board and Tamil Nadu Corporation for the Development of Women Ltd.,

- ❖ Majority (75.3 per cent) of the respondents perceive that the work place is not clean and hygienic. It was the responsibility of the labour officer to visit frequently to the match units to ensure the cleanliness of the work places.
- ❖ 64 per cent of the respondents say that adequate safety measures were not provided in the work place. The Fire Service department which is entrusted with ensuring safety against fire should check the match units at the regular intervals to ensure the adequacy of the safety measures provided in the match units.
- ❖ Majority of the respondents are of the opinion that allowances like house rent allowance, dearness allowance and travelling allowances are not given to the workers. The labour officer should ensure that adequate benefits are given to the workers as per the regulations in force.
- ❖ 55.7 per cent of the respondents say that most of the people in their area are going to the match units for their work. Moreover, 53.4 per cent of the respondents say that mostly match units are functioning in their area. As there is no other industrial units are available in the area, people tend to go for work in the match units. The Government must initiate measures to start other industrial establishments or industrial estates to promote variety of industry in the selected areas.

CONCLUSION

At present, India has become self-sufficient in respect of matches and also exports matches to other countries. It is an unforgettable fact that the genesis of the match industry was largely responsible for lowering caste tensions in many parts of Tamil Nadu, especially in Virudhunagar district. Ensuring the safety measures and good working conditions will definitely lessen most of the their Problems by the safety match workers. The Government should also step up the inspection and ensure the adherence of the rules and regulations in force by the safety match units. The safety match industry is predominately representing the handmade safety match units and most of them are micro players. As the safety match units are moving towards cluster model, the emergence of this will pave a new road map ensuring safety, security and better working environment in the match industry in Virudhunagar district.

Directions for further study

From the present study, it is also found that there are some possibilities for conducting further studies in the following areas.

- ❖ A study on Human Resource Management in safety match industry in Virudhunagar district.
- ❖ A Comparative study on the performance of the mechanized and non-mechanized safety match units in Virudhunagar district.
- ❖ A Study on the effects of mechanization of safety match units on the growth of safety match industry in Virudhunagar district.
- ❖ A Study on women labour problems in safety match industry in Virudhunagar district.



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Appendix



A STUDY OF LABOUR PROBLEMS IN SAFETY MATCH INDUSTRY IN VIRUDHUNAGAR DISTRICT

INTERVIEW SCHEDULE

I. GENERAL INFORMATION :

Name (Optional) :

1. Age in years (Please tick the relevant group)

1. Less than 20 ☐ 2. 20 – 40 ☐ 3. Above 40 ☐

2. Gender :

1. Male ☐ 2. Female ☐

3. Educational Qualification

1. Illiterate ☐ 2. Upto 8th Std ☐ 3. 10th Std ☐
4. Higher Secondary ☐ 5. Diploma ☐ 6. Graduate ☐

4. Marital Status:

1. Married ☐ 2. Unmarried ☐ 3. Widow ☐

5. If married specify the number of children

1. 1 ☐ 2. 2 ☐ 3. 3 ☐
4. 4 ☐ 5. 5 ☐

6. Educational qualification of the children working in the match industry

1. Illiterate ☐ 2. 5th ☐ 3. 8th ☐
4. 10th ☐

7. Place of residence

1. Urban ☐ 2. Semi-urban ☐ 3. Rural ☐

8. Nature of family

1. Joint family ☐ 2. Nuclear family ☐

9. Number of family members
1. 2 ☐ 2. 3 ☐ 3. 4 ☐
4. 5 ☐ 5. Above 5 ☐
10. Number of earning members in your family:
1. 1 ☐ 2. 2 ☐ 3. 3 ☐
4. 4 ☐ 5. 5 ☐ 6. Above 5 ☐
11. Occupation of your Spouse?
1. Match Industry ☐ 2. Other Industry ☐
3. Govt. employee ☐ 4. Agriculture ☐ 5. Business ☐
12. Nature of employment
1. Permanent ☐ 2. Temporary ☐
13. Nature of work
1. Frame filling ☐ 2. Box filling ☐
3. Dozen Package ☐ 4. Band rolling ☐
5. Others ☐
(please specify)
14. Hours of work per day
1. Upto 8 hrs ☐ 2. Upto 10 hrs ☐ 3. Upto 12 ☐
15. Method of Payment
1. Piece rate ☐ 2. Time rate ☐
16. Periodicity of payment
- Daily ₹. _____
Weekly ₹. _____
Monthly ₹. _____
17. Do you get bonus
- Yes / No
18. If Yes how much during
1. 200 ☐ 2. 500 ☐
19. Do you receive any increment
1. Yes ☐ 2. No ☐
20. If Yes how much
- ₹ _____

21. Do you receive any advance from the employer 1. Yes ☐ 2. No ☐
22. If Yes how much 1. 250 ☐ 2. 300 ☐ 3. 500 ☐
23. Monthly Income (Rs) :
- | | |
|---|---|
| 1. Upto 5000 <input type="checkbox"/> | 2. 5000 – 10000 <input type="checkbox"/> |
| 3. 10000 – 15000 <input type="checkbox"/> | 4. 15000 – 20000 <input type="checkbox"/> |
24. Monthly Household Expenses (Rs) :
- | | |
|--|---|
| 1. Below 5000 <input type="checkbox"/> | 2. 5000 – 7000 <input type="checkbox"/> |
| 3. 7000 – 10000 <input type="checkbox"/> | 4. 10000 – 15000 <input type="checkbox"/> |
25. Monthly Family Income : ₹ _____
26. Monthly Family Expenses : ₹ _____
27. Food & shelter : ₹ _____
28. Education : ₹ _____
29. Medical : ₹ _____
30. Gift : ₹ _____
31. Others : ₹ _____
32. Monthly savings : ₹ _____
33. Monthly repayment of Debts : ₹ _____
34. Distance from your residence to factory
- | | |
|---------------------------------------|---|
| 1. 0 - 3 Kms <input type="checkbox"/> | 2. 3 – 5 Kms <input type="checkbox"/> |
| 3. 5 – 7 Kms <input type="checkbox"/> | 4. Above 7 Kms <input type="checkbox"/> |
35. Mode of conveyance to the place of work
- | | |
|---|--------------------------------------|
| 1. Staff Bus <input type="checkbox"/> | 2. Town Bus <input type="checkbox"/> |
| 3. By walk <input type="checkbox"/> | 4. Cycle <input type="checkbox"/> |
| 5. Any other <input type="checkbox"/>
(please specify) | |

36. Do you get travelling allowance in case you are not provided staff bus
Yes ☐ No ☐
37. If yes how much per day ₹ _____
38. Do you have holiday facility
Yes ☐ No ☐
39. Any other work during holidays
Yes ☐ No ☐
40. If yes specify the work
Agriculture ☐ Construction ☐ Beedi rolling ☐
41. Do your factory have any compensation facility?
Yes ☐ No ☐
42. Partial disablement ☐
43. Total disablement ☐
44. Death ☐
45. Accident compensation ☐
46. Any other specify ☐
47. Partial disablement ₹ _____
48. Total disablement ₹ _____
49. Death ₹ _____
50. Accident compensation ₹ _____
51. Any other specify ₹ _____
52. Is there Trade Union in your factory
Yes ☐ No ☐
53. If yes are you a member in Trade Union
Yes ☐ No ☐

54. Do you pay any subscription to Union regularly
Yes ☐ No ☐
55. Whether periodical meeting is conducted by the Union regularly
Yes ☐ No ☐
56. No of meeting conducted by your union per annum _____
57. No of meetings attended by you _____

II. Reasons for working in the match factory

[SA – Strongly Agree, A – Agree, N – Neutral, D – Disagree, SD – Strongly Disagree)

	Reasons	SA	A	N	D	SD
58.	Lack of education may be the reason of our family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
59.	Poverty is the reason for my family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60.	Going to the factory is my family job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61.	Lack of income in the family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
62.	In and around there is no other factory other than match industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63.	Many people is going to this factory from my area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64.	Reasonable wages is given to the labourers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
65.	Regular Bonus is given to labourers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66.	Advance is given to labourers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67.	Medical leave is provided to labourers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68.	Short Distance from residence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
69.	My friends is working in the industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
70.	To earn income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
71.	To meet the family expenditure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
72.	Education for children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
73.	Compulsion from my family side	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
74.	To settle the Debt	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
75.	To improve the standard of living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76.	Job security is there	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

III. Perception about the working environment in match industry

[SA – Strongly Agree, A – Agree, N – Neutral, D – Disagree, SD – Strongly Disagree)

	Perception about Infrastructure	SA	A	N	D	SD
77	Separate building is provided for making match sticks and match boxes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78	Separate room is available for office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79	Separate rest room is provided for Gents and Ladies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80	Proper and separate Bathroom and latrine facilities is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81	Separate recreation room is provided for Gents and Ladies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82	Separate building for Dispensary to give first aid treatment is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83	Drinking water is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Opinion about the relationship with Management					
84	The management consider the workers view	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85	Management is generous in providing compensation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86	The management is sympathetic when any mishap occurs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
87	Management helps the children's education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
88	Management is ready to cooperate with the workers to solve the problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
89	Workers grievances are settled amicably	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Perception about the relationship with Supervisor					
90	Supervisor takes care of me well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
91	Supervisor treats me kindly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
92	Supervisor communicates directly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
93	Supervisor never ignores the complaints forwarded to him	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
94	Supervisor gives me suggestion to increase the Job satisfaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- | | | | | | | |
|-----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 95 | Supervisor recognizes hard work and reward it | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 96 | Supervisor normally counsels every worker | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 97 | Supervisor normally help to solve the problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 98 | Supervisor provides tools, equipment and materials without Interruption | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 99 | Supervisor handles grievances at the shop floor level | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 100 | Sufficient freedom is given to workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 101 | Supervisors are interested in only extracting work from us | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 102 | Relationship with my co-worker is good | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Perception about Working Condition

- | | | | | | | |
|-----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 103 | Work place is not adequately and appropriately furnished | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 104 | Provision of Safety measures are not sufficient | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 105 | Work load is reasonable in the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 106 | Work load is reasonable in the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 107 | Sufficient Leave facilities are not given to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 108 | The code of discipline followed by the factory is to be improved | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 109 | Regular work is offered in the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 110 | The overall working condition has to be improved in the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Perception about Technologies provided

- | | | | | | | |
|-----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 111 | Management is interested in introducing new production process | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 112 | Advanced machines are used for safety match production | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 113 | Mechanical methods are used for packing | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 114 | Competition among the manufacturers to go for mechanisation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

115	More money is invested for the up gradation of technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
-----	---	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Perception about Canteen facilities

116	Separate building is provided for canteen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
117	Canteen facilities are available to workers at a reasonable rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
118	Canteen is always kept open in the working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
119	Canteen offers variety of foods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
120	Canteen is nearby working place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
121	Canteen staff are very kind and affectionate to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Perception about Safety measures

122	Safety gadgets have been provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
123	Organisation provides disaster management training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
124	First aid provision is available in the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
125	Proper Ventilation is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
126	Chemicals are kept in safe place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
127	Match stick are kept in safe place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
128	Fire Extinguishers are installed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
129	Glosses are provided to handle the chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Perception about Wages

130	Reasonable wages is given to workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
131	Method of payment is satisfactory in the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
132	Periodicity of payment is satisfactory in the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
133	Over time payment is satisfactory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Perception about Benefits

134	PF is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
135	ESI is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
136	Group Insurance provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
137	Maternity benefit is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
138	Conveyance is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
139	Leave facility is provided in the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
140	Holiday benefits is available in the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
141	Transport facility is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
142	Bonus is given to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
143	Advance is given to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
144	Gift is given to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
145	Dispensary is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
146	Crèche facility is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
147	Recreation Centre is provided by the factory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IV. Problems faced by the labourers

[SA – Strongly Agree, A – Agree, N – Neutral, D – Disagree, SD – Strongly Disagree)

	Problems regarding to working condition	SA	A	N	D	SD
148	Working place is not clean	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
149	Safety measures provided are not adequate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
150	Adequate facilities are not provided in the work place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
151	Working place is exposed to chemicals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Problems regarding to Wages

152	Inadequate wages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
153	Low Piece rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
154	Low Time rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
155	Daily wages is not properly given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Problems regarding to Benefits

- | | | | | | | |
|-----|-----------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 156 | Welfare measures are not provided | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 157 | House Rent Allowance is not given | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 158 | Dearness Allowance is not given | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 159 | Travelling allowance is not given | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Problems regarding social security measures

- | | | | | | | |
|-----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 160 | Provident Fund is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 161 | Employees State Insurance is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 162 | Group Insurance is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 163 | Gratuity is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 164 | Retirement benefit is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 165 | Annual increment is not provided to the workers | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 166 | Voluntary retirement scheme is not available in the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Problems regarding Job Security

- | | | | | | | |
|-----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 167 | There is no job security | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 168 | At any time the workers will be sent out of the factory | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Problems regarding Risk

- | | | | | | | |
|-----|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 169 | Fire accident | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 170 | Loss of life | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 171 | Chemical is harmful | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 172 | Chemical is inflammable | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Problems regarding Occupational Disease

- | | | | | | | |
|-----|-------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 173 | Breathing problem | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 174 | Skin problem | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 175 | Lunks problem | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

176	Kidney problem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Personality oriented problems

177	Proper recognition is not given to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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178	Work is not properly respected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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179	Lack of power and authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Family related problems

180	Lack of education among the family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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181	Poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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182	Indebtedness problem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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183	Unable to repay loan borrowed due to lack of savings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Management Related problems

184	The management did not consider the workers view	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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185	Lack of representation to the workers in the managerial decision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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186	Lack of recognition in the policy matters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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187	The management is not for workers welfare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Supervisor Related problems

188	Supervisor did not mind the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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189	Supervisor treats the workers with rood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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190	Supervisor did not communicates directly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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191	Supervisor ignores the complaints forwarded to him	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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192	Supervisor did not give me suggestions about the work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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193	Supervisor did not recognize hard work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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194	Supervisor did not give counseling to workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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195	Supervisor did not help to solve the problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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196	Supervisor did not provides tools, equipment and materials	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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197	Supervisor did not handles grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
198	There is no freedom to workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Technologies Related problems

199	Lack of latest machine for frame filling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
200	Lack of latest machine for Box filling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
201	No latest machine for packaging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
202	There is no latest machine for band rolling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
203	Lack of latest machine for other work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Canteen Related problems

204	There is no Separate building for canteen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
205	Canteen facilities are available to workers at a high rate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
206	Canteen is closed most of the time in the working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
207	The canteen did not offers variety of foods	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
208	Canteen is too far from the working place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
209	Canteen staff are very rigid and non cooperative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

V. Measures to overcome the problem

[SA – Strongly Agree, A – Agree, N – Neutral, D – Disagree, SD – Strongly Disagree)

	Measures	SA	A	N	D	SD
210	Adequate benefits to the workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
211	Creating conducive relationship between management and workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
212	Loyal to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
213	Extending cooperation to reduce the financial crisis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
214	Provision of safety measures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
215	Adequate social security measures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
216	Severe punishment for the violation of labour laws	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

217	Strict monitoring of the provisions of Child Labour Act to control the child labour problem	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
218	Strict monitoring to enforce minimum Bonus to workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
219	Enforcing the employers to follow the provision of the Minimum Wages Act	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
220	Government should create awareness to the workers about the labour laws	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
221	Payment of reasonable wages according to work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
222	Dedication and commitment in work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
223	Providing better working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
224	Government should insist the management to follow the labour laws	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
225	Labour officer must visit the factory at a regular intervals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>