Chapter - 5
Summary and Conclusion
5.1 Summary

This study investigates the psycho social status of women working in industries in terms of working condition, wage and leave benefits, security, stress, knowledge on wage Act, violence against women, health status and improvement in social and economical status of women workers in Coimbatore and Dindigul Districts of Tamil Nadu and also comparing textile and non-textile industry.

A sample of 15 textile and 5 non-textile industries were randomly selected from each District and 25 women were randomly selected from each of selected industry. Thus 500 women were selected in each District. Tabular analysis with application of percent, mean and standard deviation statistics, t-test of significance and logistic regression analysis were carried out.

Coimbatore and Dindigul Districts differs in terms of type of management of industry, type of industry (textile and non-textile, residence and its duration, religion, caste, literacy status, type of family and designation of workers, employment status of spouse and parents of women workers.

Economic status of women workers in terms of their present family income, type of house, standard of living and possession of household
items is significantly higher in Coimbatore District than in Dindigul District.

The demographic characteristics of women workers such as age, marital status, age at marriage, years of living with spouse, number of living children, family size, reasons for not living with spouse, size of dependents in the family, members of family depending on women workers differs between Coimbatore and Dindigul District. The working condition measured by composite index of variables such as type of appointment, years of experience in the industry, mode of payment, shift system, benefits other than salary and infrastructural facilities available in the industry is significantly higher in Coimbatore District than in Dindigul District. The working condition is better in Government owned industry than in private industry. It is better in non-textile industry than in textile industry.

Wage paid to male or female workers is higher in Coimbatore than in Dindigul District. Wage difference between male and female worker for the same type of work exist more in Coimbatore District than in Dindigul District. Women are less paid due to contract work, less productivity and frequent change of industry by women. Women workers in Coimbatore District are in better advantage of overtime work and earning more, previous work experience in industry, less problems experienced in previous work, and wage paid compared to workers in Dindigul District. Low economic status of woman is the major factor in choosing the
present job and continues the same in Dindigul District compared to Coimbatore District. Compulsion to work in overtime, marriage, health problems and non-permanency nature of job are the factors for non-willingness to continue the present job. Non-availability or less knowledge about leave facility is more in Dindigul compared to Coimbatore District in the absence of orientation training. The wage and leave benefit index implies that women workers in Coimbatore District are in advantage position compared to the workers in Dindigul District, Workers in textile industry are in better position in the absence of wage difference between male and female worker and leave facility than that of non-textile industry irrespective of District.

The social security index based on GPF, pension, insurance, gratuity, accidental compensation payment, medical benefit and ESI is significantly higher in Dindigul than in Coimbatore District. It differs significantly between textile and non-textile industry for Coimbatore District and this pattern is reversed for Dindigul District.

Ill-treatment of women workers (62 per cent) is more in Coimbatore (64 per cent) compared to Dindigul (61 per cent) District. Experience of mental torture/sexual abuse of female workers do not differ significantly in the districts. Supervisor is the major source of ill-treatment. Male supervisors are more than female supervisors. The negative opinion about supervisor does not differ significantly in the districts. Lack of awareness of women's rights, vulnerability of women, lack of social
security and contracted work with low wage are the risk factors associated with the ill-treatment. Co-operation of male workers to female workers is universal.

Reporting behaviour of problems faced in the industry by workers is higher in Dindigul (68 per cent) than in Coimbatore (55 per cent) District. They reported mostly to the management and supervisor. Solving such problems is also higher in Dindigul than in Coimbatore District. Women are not reporting their problems due to their inability, fear to report and silent acceptance.

Majority of women worked in the night-shift felt the non-safety and it is higher in Coimbatore than in Dindigul District. They suggested avoiding the night-shift work for women in 68 per cent of cases.

Security index based on social security, ill-treatment to women, mental torture, and co-operation from co-workers, reporting problems and safety of night shift implies that security is significantly higher in Dindigul District than in Coimbatore District. It is also significantly higher for textile than non-textile industry. But the difference is significant for Dindigul District but not for Coimbatore District.

Experience of personal stress index of women based on several dimensions of stress is at the same level in both the Districts and it does not differ significantly between textile and non-textile industry. Family stress index of women is higher in Coimbatore than in Dindigul District. It is significantly higher among women working in non-textile than textile
industry irrespective of the District. Women working in Coimbatore District have more psychological stress compared to Dindigul District. It does not differ significantly between the types of industry. Social stress and physical stress of women workers do not differ significantly between Districts and also between different types of industry. Total stress of women workers is significantly higher in Coimbatore District than in Dindigul District. It is also higher among women working in non-textile than that of textile industry.

Low level of knowledge on equal remuneration as per Act, provision of 1976 Act and minimum working hours is at 62 per cent among workers and it is at the same level in both Districts. It is higher for women in textile than that of non-textile industry irrespective of District.

Health status of women index considering experience of illness, duration of illness, treatment taken and curability shows better health status in Coimbatore District and textile industry compared to their respective counterparts.

The general status of women workers has improved in 23 per cent of cases and it is higher in Dindigul (25 per cent) than in Coimbatore District (20 per cent). Creating self confidence, family support, education, better health facility, membership in women forum, and good remunerations are suggested important measures to improve the status of women workers.
Dissatisfaction with the present job is more in Coimbatore (25 per cent) compared to Dindigul (19 per cent) District. Improvement in financial status is at the same higher level ranging from 96 to 98 percent in both Districts. The change in possession of household items from “before joining” the industry and at survey is significant and it is higher in Dindigul than in Coimbatore District. Standard of living has improved significantly and it is higher in Coimbatore than in Dindigul District. Change in social status of women is at higher level (97 per cent) and does not differ significantly between Districts. Improvement in educational status is higher in Dindigul (91 per cent) than in Coimbatore (85 per cent) District. The combined improvement in general, financial, social and educational status does not differ between Districts and the type of industry. It is significantly higher among women working in textile than non-textile industry in Dindigul District alone. Husband’s misunderstanding about night-shift work; no opportunity for permanent job and no economic independency due to low salary are important factors for non-improvement in status of women. Magnitude of these factors differs between Districts.

Logistic regression shows that marital status, family size, employment status, type of management of industry, type of industry and employment status of spouse are significantly associated with the stress experienced by women workers. Marital status is the predominant factor in explaining the variation in stress.
Women workers in private industry and textile industry, women with spouse, married or unmarried women, women with 31 and above years of residence, spouse in employment and women with family size of 3 and above are more likely to have stress compared to their counterparts.

Type of industry, place of residence, income of women and caste are significantly associated with the change in the status of women after joining the industry. Type of industry explained more variation in the change of status of women compared to other factors. Women belongs to backward and most backward caste, women with medium level of individual income, women working in textile industry and women residing in rural area are more likely to experience the improvement in their status compared to their counterparts.

5.2 Conclusion and Suggestions

Women constitute more than half of the country’s population as well as a significant part of the workforce and they contribute significantly to the nation’s economy and its social life. Working of women outside the home is being gradually encouraged and they have started moving from home to other places for employment. In order to encourage the women workers, the Government of India has enacted a number of laws to protect them from discrimination, various types of exploitation etc., Inspite of these efforts both by the government and
national as well as Inter National organizations, these women workers lag behind men in a number of aspects like employment opportunities, wages, security and money made. They are exploited both mentally and sexually.

The present study entitled “Psycho Social Status of Women Labourer in Industrial Sectors - A Comparative Study of Coimbatore and Dindigul Districts”. The selected study areas of this research are the major industrial areas of Tamil Nadu, with large number of textile and other industries providing employment to a large section of workforce of both sexes locally and from other town as well as rural areas. People (labourers) form various parts of the State, especially form back ward areas, move to these industries and join in some industries as labourers. The study shows that these women labourers face a number of problems in their work place, but still they are willing to continue due to their poor family background. Their employment in these industries helps them to earn a good income and to improve their standard of living, with improvement in their psycho social well being.

Though the government is implementing a number of social security schemes, these women labourers have poor knowledge about the schemes, except the use of Provident Fund and the Maternity Benefit Schemes.

These labourers face domestic violence from their households; during the travel they have to face both spatial and sexual harassment
from their coworkers and supervisors. In the work place also they have to face these problems. Again there is a disparity in the wages paid to the women labourers and men labourers not merely on the basis of the assignments of the labourers. Inspite of all these problems, these labourers are cooperating with each other in sharing their workload during their illness period. The workers feel that there is scope for unity among them.

Women labourers are not aware of with whom they have to lodge complaints; even if complaints are made, the action taken may be only minor. It seems from the study that, the employees do not take care of the welfare of their co-workers by appealing the labour related laws.

There is a mixed trend of opinion among the labourers about the climatic condition of the industries suitable for work. Some of them are in favour of their employers.

Thus, the study has tried to unearth, the issues faced by these labourers in the textile and non-textile industries of Coimbatore and Dindigul Districts. The major point to be noted here is that though these labourers especially discontinue their work. Instead they are interested in continuing their work in the industry because they have achieved improvements in their working status by improving their technical skills, their leadership qualities have improved and they are able to create a good rapport with friends, employers and others. It is a good sign that these workers have improved their social status by enhancing their
income and by supplementing their family income. Above all these works have gained the confidence and ability to stand on their own legs. At the same time, we cannot ignore the demands of the labourers. They have to be made aware of their legal rights and provisions and steps have to be taken to help them get their legal entitlements. The government may encourage the development organizations and trade unions to create awareness about the legal rights and provisions among the women labourers; they may also motivate the employers to launch training in their industrial units in labour related laws and provisions. So, we may safely conclude that the study findings may serve as an eye opener to the government and industrial units to come up with programs of legal awareness for labourers with following suggestions’

❖ The working condition in the industry particularly under contract system with low salary differentiating worker by sex for the same type of work, safety in the night shift work etc., needs to improve in industries in Dindigul District.

❖ Payment of wage and leave benefits and chance of earning more by over time work needs to be improved in Dindigul District and non-textile industry on a par with workers in Coimbatore District. Extra Leave should be permitted by the employers; as a result, they may attend work regularly. Labourers should be avoided in the industry.

❖ Orientation training to workers on knowledge about leave facility must be given in both Districts and needs more attention for workers in
Dindigul District and non-textile industry. Maternity Schemes should be implemented in private sector.

Baby Care Centre should be maintained properly at the work place where she can leave her child. Implementation of social security schemes should be adhered in both Districts and more in Dindigul District and non-textile industry in Coimbatore and textile industry in Dindigul District.

Measures need to be taken to eliminate ill-treatment, mental torture/sexual abuse of female workers by creating awareness about women’s right, equal remuneration between male and female worker and increasing the number of female supervisors instead of male supervisors after training them in management aspects.

Security to women workers in terms of elimination of ill-treatment, mental torture, co-operation between male and female workers, behaviour of reporting problems faced and remedial action to be taken in both the Districts particularly more in Coimbatore District and textile industry of Dindigul District.

Orientation and counseling in management of stress at individual, family and society level and also social/psychological stress needs attention in order to improve the status of women workers in both Districts but more attention in Coimbatore District, textile and private industries. Women living with spouse, large family size and
husband employed need to be targeted in programs related to stress management.

- Poor knowledge on Wage Act and its provision has to be improved among women workers in both the districts particularly in textile industry either by the managements or by the trade unions.

- Very low level of knowledge on Act enacted by Government to protect women from domestic violence, maintaining traditional behaviour of husband beating wife and community supporting the same need to be changed by adopting appropriate communication strategies among women workers and more in Dindigul District.

- Health status of women including the treatment seeking behaviour needs to be improved among workers in Dindigul District and non-textile industry. In Dindigul District women labourers are not provided ESI, even though the ESI provided in Coimbatore District they are not motivated to utilize the facilities.

- Participation of women in labourer force improved their social, economic and educational status. Changing the attitude of husbands in allowing them to go for work outside the home and avoiding misunderstanding, permanent job opportunity with appropriate wage in order to have economic independence, opportunity to continue education for those working particularly in non-textile industry are some of the measures to be considered in order to improve the status of working women in industry.

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Enforced to work six months after the working period (three years) for compensating the (Weekly off and Deepawali) holidays under sumangaly scheme unless otherwise the labourer are not able to obtain the full benefits from the scheme, i.e a portion of the amount may be detected from the sumangaly saving scheme. In future it should be rectified. Health facilities like free treatment, medical reimbursements should be avoided in the industry.

Now almost all the government departments are computerized but it is ineffective. It is mandatory to update periodically the necessary statistical data in concern government and private departments. It is very important for research, planning and development.

Experiencing stress in various dimensions is reported by women working both in textile and non-textile industries so it is recommended to establish counseling centers in each industry to establish psycho-social well being of the women working in industrial sectors.
S.3 **Avenues for further research**

> A study on Quality of Life of women labourers employed in industrial sectors

> A study on the need of Counseling intervention among the women labourers in the present context

> A study on the level of organizing orientation training programs on labour welfare acts and the role of industrial management

> A study on the level of attitudinal changes among the women labourers before and after enroll in the industrial sectors

> An assessment of Domestic violence against women practices in the family and in the working spot in the industries