



## **A STUDY OF WORKER WORKING CONDITION AND SOCIO-ECONOMIC FACTORS OF WORKERS IN THE SMALL AND MEDIUM SCALE INDUSTRIES AT GONDIA DISTRICT**

**Dr. Rajesh M. Chandak**

M.Com. M.Phil. Ph. D.

Associate Professor , S.S. Jaiswal College Arjuni Morgaon.

### **ABSTRACT:-**

The small/medium scale industries has vast number of employee base and huge turnover in respect to the size of industry. The labours working in the small/medium industries are from the local area as well as migrated from different part of the country. These labours face various problems pertaining to the socio-economic nature. Thus it opens the door of several avenues as well as has brought in several threats, which should be analyzed carefully. Due to problems occurred in the livelihood of these labours, the researcher feels the necessity of the study.

The present study aims to demonstrate to what extent of socio-economic condition of labours working in the SME of Gondia District. The study aims at to get the insight of social and economic conditions of labours of Gondia District. The study helps to improve the socio-economic conditions of labours working in SME.

**KEYWORDS :** small/medium scale industries , socio-economic conditions.

### **INTRODUCTION**

The development of small-scale industries is hampered by a diversity of problems. There are certain problems common to all types of cottage and small scale industrial units. In this context, the present chapter is devoted to a detailed study of the problems of the small-scale industrial sector. It also seeks to suggest remedial measures. The basic requirement for the industrial development of a region is the presence of entrepreneurship in that area. The non-availability of adequate finance, paucity of raw materials, absence of technical and managerial guidance, and non-availability of industrial accommodation and marketing facilities are the other major problems facing the small-scale sector.

The slow growth industries in Gondia District have been due to lack of entrepreneurship, which performs the function of initiating, establishing and organizing industries. The people of Gondia District, in fact lack enterprising character as compared with people in other states. Under the circumstances, the state Government entered the economic field and established important industries in the public sector. Without private participation, it is very difficult for an under-developed state to active industrialization. Therefore, the

development of local private talent is highly essential. In this connection, it should be kept in view that entrepreneurship talent is not the monopoly of any particular race.

Entrepreneurship can be developed by proper education, training, and provision of necessary cost and market data. It also requires complete reorientation of the curriculum so that young persons are provided with opportunities to develop new skills and attitudes that would turn them into entrepreneurs. The provision of proper training facilities helps in the development of entrepreneurship. Proper training, persuasion, guidance and assistance can bring about radical change. The self-employment schemes in the state can be made successful by the formulation of gainful schemes of industries mainly based on local factors, endowments and demand conditions.

The problems of small-scale industries may be classified as external and internal. External problems are those, which are beyond the control of the industrialists, such as the availability of power, and other infrastructural facilities required for running the units. Contrarily, the internal problems are those which are not influenced by external forces like problems involved in organization, structure, and production process, channel of distribution, technology, know-how, training, industrial relations and inadequacy of management. Labour is an active and essential factor of production. The supply of labour in the State has rapidly increased because of increase in population. It is however, important to mention that mere increase of population is not helpful in the economic advancement of a nation, which can put its material resources to better economic use only if labour of a superior quality becomes available. The quality of labour can be improved by proper education and training. General education is important for every citizen but an industry requires special type of literate persons i.e., technical and managerial personnel.

The small-scale sector is predominantly labour-intensive and it provides employment to a large number of people. The role of labour is many sided and varied in the small industrial sector. Therefore, the over-all development of labourers is inevitable for the growth of this sector. The small scale units under survey indicated that they face some labour problems like absenteeism, high wage rates, work stoppages, training cost and unionization. Labour is a major contributor to industrial production. Small Scale Industrialists have to be abreast of labour laws, since the legal codes are changing from time to time.

In this study the researcher will perform the field survey results which throw the light on the change in the Economic conditions of selected manufacturing workers. The new economic policy affected certain sections adversely and benefited some sections of the society. The process of the economic reforms has affected industrial sector too. The workers who have left the industry are studied. If the reform process would have benefited the unorganized sector workers, then the claim of the industry that flexibility in the labour market will improve the productivity and wages of the workers can be accepted and on the other hand if the result shows that they are suffered due to reforms then validity of flexibility labour marker is suspicious.

With the help of above factor, need, and serious issues, this project intend to make an in-depth analytical and comprehensive study of Socio-economic conditions of workers working in the Small and Medium Scale Industries of Gondia District. The study is mainly focuses on the socially and economical deprived class of labors.

**Table 1: Employment of family members in different sector**

Sr. No	Categories	Frequency	Percentage (%)
1	Unemployed	14	14
2	Government	0	0
3	Farmer	5	5
4	Industrial labour	32	32
5	Other labour	25	25
6	Self Employed	16	16
7	Private Job	8	8
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the number of family members working in different sectors. (14%) family members of workers are unemployed; (0.40%) family members has government job; (5%) family members are farmer; (32%) family members are industrial labour; (25%) family members are working as labour in different sector, (16%) are doing their own business while (8%) are doing private job with different role.

Thus; family members of workers working in the SME of Gondia District are working as industrial labour as well as labour in other sector.

**Table 2: Combined annual income of family**

Sr. No	Categories	Frequency	Percentage (%)
1	500-1000	3	3
2	1001-2500	6	6
3	2501-4000	20	20
4	4001-5000	20	20
5	5001-10000	37	37
6	Above 10000	14	14
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the combined family income of workers'. Out of 100 workers; (3%) workers has overall family income between 500-1000; (6%) has income ranging from 1001-2500; (20%) has income ranging from 2501-4000; (20.4%) has income ranging from 4001-5000; (37%) has income ranging from 5001-10000 and (14%) has income above 10000.

Thus; most of the workers' combined family income per month is below Rs. 10000/-. That means they are earning less amount than the expenditure

**Table 3 : Participation in social activities in the region**

Sr. No	Categories	Frequency	Percentage (%)
1	Yes	68	68
2	No	32	32
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the participation of workers in social activities in the region. Out of 100 workers; (68%) workers are participating in the social activities in the region while (32%) workers are not participating in the social activities.

Thus; most of the workers’ 68% are participating in the social activities in the region.

**Table 4: Involvement of women’ in decision making**

Sr. No	Categories	Frequency	Percentage (%)
1	Domestic work	25	25
2	Domestic expenses	20	20
3	Contribution in income	43	43
4	Other	12	12
	<b>Total</b>	<b>25</b>	<b>100</b>

The above chart shows the involvement of women’s in various decision making process. (25%) are participating in domestic work decision; (20%) are involved in decision related to domestic expenses; (43%) are participating in income generation while (12%) are involved in other decision making process.

Thus; most of the womens’ in the family of workers’ are participating in income generation while some are involved in other decision making like domestic work or expenses.

**Table 5 : Use of energy for preparation of food items.**

Sr. No	Categories	Frequency	Percentage (%)
1	Wood	20	20
2	Charcoal	9	9
3	Kerosene	29	29

<b>4</b>	<b>Electricity</b>	<b>3</b>	<b>3</b>
<b>5</b>	<b>LPG</b>	<b>40</b>	<b>40</b>
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the use of various energy sources for preparation of food items. (20%) are using wood for preparation of food; (9%) are using Charcoal; (29%) are using Kerosene; (3%) are using electricity while (40%) are using LPG for preparation of food.

Thus; most of the families of workers’ working in SME are using LPG and Kerosene as source of energy for the preparation of food.

**Table 6: Follower of blind faith (Orthodox).**

<b>Sr. No</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage (%)</b>
<b>1</b>	<b>Yes</b>	<b>38</b>	<b>38</b>
<b>2</b>	<b>No</b>	<b>62</b>	<b>62</b>
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the follower of conventional traditions (Orthodox follower). Out of 100 respondents; (38%) respondents follow blind faith while (62%) are not following blind faith.

Thus; most of the families of workers’ do not believe in the orthodox system.

**Table 7: Types of addiction.**

<b>Sr. No</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage (%)</b>
<b>1</b>	<b>Smoking</b>	<b>11</b>	<b>11</b>
<b>2</b>	<b>Alcohol</b>	<b>9</b>	<b>9</b>
<b>3</b>	<b>Tobacco</b>	<b>13</b>	<b>13</b>
<b>4</b>	<b>Tea</b>	<b>60</b>	<b>60</b>
<b>5</b>	<b>Any other</b>	<b>7</b>	<b>7</b>
	<b>Total</b>	<b>100</b>	<b>100</b>

The above chart shows the different addiction of workers. Out of 100 respondents, (60%) are consuming tea; (13%) are consuming tobacco; (11%) do smoking; (9%) taking alcohol; (7%) are addicted with other type of addiction.

Thus; most of the workers' working in SME are addicted with the Tea and some of them are addicted with tobacco, alcohol and smoking.

## CONCLUSION

- Majority of labour working in SMEs of Gondia District belongs to backward communities and on the other hand most of them have been migrating year after year, yet they do not enjoy employment rights to the same contractor / owner. Most of them still live in mudstone and thatched houses.
- They remain unemployed for more that 100 days in a year on an average.
- The average income of most of the worker households is below the poverty line and hence they are subject to large extent of economic exploitation.
- The average expenditure of workers households is low and major share of expenditure has been spent on food.

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